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The Commonwealth of Massachusetts

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FIFTIETH ANNUAL REPORT

ON THE

STATISTICS OF LABOR

FOR THE YEAR

1919

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By

THE DIRECTOR OF THE BUREAU OF STATISTICS

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BOSTON

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MASS. SECRETARY OF THE COMMONWEALTH

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APPROVED BY THE  
SUPERVISOR OF ADMINISTRATION.

# STATISTICS OF LABOR—1919.

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## PREFATORY NOTE.

This volume constitutes the Fiftieth Annual Report on the Statistics of Labor for Massachusetts, and consists of three parts which were issued by this Bureau during the fiscal year ending November 30, 1919, as Labor Bulletins Nos. 127-129, respectively. All of the publications of the Labor Division of the Bureau with the exception of the Quarterly Reports on Employment, are first published as "Labor Bulletins", and a certain number of copies are then set aside for binding and publication at the end of the year under the title of the "Annual Report on the Statistics of Labor". The subject matter of the several parts, or bulletins, issued in 1919 may be briefly described as follows:

PART I. EIGHTEENTH ANNUAL DIRECTORY OF LABOR ORGANIZATIONS IN MASSACHUSETTS, 1919. (Labor Bulletin No. 127.) This directory follows in general arrangement the plan of earlier editions and contains the name, location, place of meeting, and the name and address of the secretary and of the business agent of each labor organization having its headquarters in Massachusetts, together with a list of all of the national and international organizations having one or more affiliated local unions in the United States, and the names and addresses of their respective secretaries, in so far as these data could be ascertained.

PART II. NINTH ANNUAL REPORT ON UNION SCALE OF WAGES AND HOURS OF LABOR IN MASSACHUSETTS, 1918. (Labor Bulletin No. 128.) The information presented in this report was obtained principally from local trade unions in the Commonwealth whose members were known to be working under a time-rate system. In addition to the usual tables appearing in earlier reports on this subject there have been included in this report two new tables, one showing for the boot and shoe industry and the other for the textile industry the time-rates of wages and hours of labor, to the extent that these rates and hours have been established by agreements between employers and organizations of employees.

The authority for the data presented in this report was derived in most cases from information furnished by organizations of employees.

Exceptions, however, appear in the case of employees in the steam and electric railway service and in telephone, telegraph, and federal service, regarding whom the necessary information was obtained from wage scales furnished for the most part by the employers. To some extent information was also obtained from employers in order to supplement or confirm the data obtained from trade union officials. Except where otherwise specifically mentioned, the data were as of the date July 1, 1918.

PART III. LABOR LEGISLATION IN MASSACHUSETTS, 1915 to 1919, INCLUSIVE. (Labor Bulletin No. 129.) This part of the report contains the text of the laws relative to labor, broadly defined, enacted by the Legislature of Massachusetts during the five-year period, 1915 to 1919, inclusive, and is intended to serve as a supplement to Labor Bulletin No. 104, entitled "Handbook of Labor Laws in Massachusetts", which consisted of a compilation of the labor laws in effect in the Commonwealth at the close of the legislative session of 1914. Certain other matter having a direct bearing upon the labor legislation of 1918 is also included.

The present bulletin virtually supersedes Labor Bulletins Nos. 110, 116, 122, and 125, which contained, respectively, the text of the labor laws passed by the Massachusetts Legislature during the several years, 1915, 1916, 1917, and 1918. The publication of the labor legislation of the several years, 1915 to 1919, in a single supplement to the "Handbook" enables the reader to locate the provisions of law relative to labor more readily than would be possible were it necessary to consult five separate supplements in conjunction with the "Handbook".

In addition to the reports discussed above, four quarterly reports relative to "Employment in Massachusetts" have also been issued during the fiscal year, but as these reports were primarily of current interest they have not been included as parts of this volume.

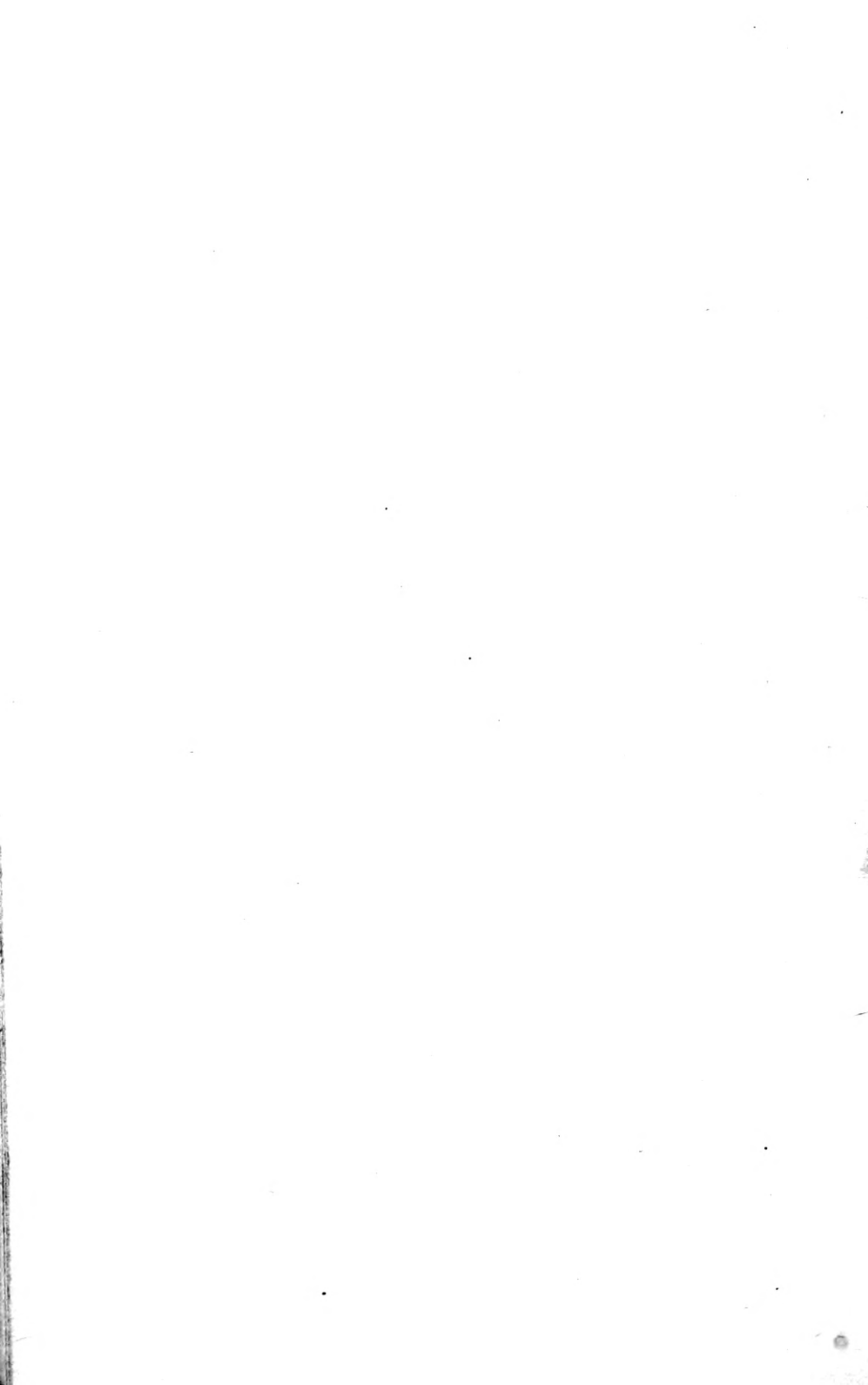
As in former years, the work of the Labor Division during the year has consisted in the answering of numerous inquiries relative to industrial conditions in this State, necessitating in some instances special research, the results of which were not published in the reports of the Division. For the most part, these inquiries had reference to the relative increases in wages and the cost of living. In many instances the data furnished were used in the adjustment of wage disputes and, for this reason, particular attention was given to this branch of work.

The several parts of this report were prepared under the immediate supervision of Mr. Roswell F. Phelps, Chief of the Labor Division of the Bureau. Part III, entitled "Labor Legislation in Massachusetts, 1914 to 1919, inclusive", was prepared by Mr. Frederick J. de Sloovere, formerly Legal Assistant in the Labor Division, whose services were secured for this branch of the work, although he was not a regular member of the Bureau staff. Mr. Stephen P. Foster, Assistant to the Chief of the Division, who was inducted into the military service in February, 1918, resumed his work in the Bureau on September 15, 1919. During his absence, Miss Susan R. Nash served very efficiently as the Assistant. Recognition also should be made of the services of Miss Helen G. Estey, who, as Librarian attached to the Labor Division, has answered many of the special inquiries addressed to the Bureau.

GEORGE A. BACON,

*Director, Bureau of Statistics.*

STATE HOUSE, BOSTON, November 30, 1919.





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PART I

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EIGHTEENTH ANNUAL

DIRECTORY OF LABOR ORGANIZATIONS

IN MASSACHUSETTS

1919

(ISSUED AS LABOR BULLETIN No. 127)

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[1 Pt. I.]



# EIGHTEENTH ANNUAL DIRECTORY OF LABOR ORGANIZATIONS IN MASSACHUSETTS, 1919.

## INTRODUCTION.

The matter presented herewith constitutes the Eighteenth Annual Directory of Labor Organizations in Massachusetts,<sup>1</sup> the first directory of this character having been published by this Bureau in August, 1902.

The present edition consists of four divisions, as follows:

(I.) "National and International Organizations," having one or more affiliated local unions in the United States (page 5);

(II.) "State, District, and Trades Councils," consisting of organizations composed of delegates from local organizations within a particular trade or group of trades, or within a definite district comprising more than a single city or town (page 9);

(III.) "Central Labor Unions and Local Councils," composed of delegates from local unions in the same locality (page 12);

(IV.) "Local Trade Unions," composed of wage-earners in a single locality directly associated in what may be called the "unit body" of organization (page 16).

Since issuing the Directory in 1918, careful records have been kept, as heretofore, of all changes in meeting places, secretaries, and other information pertinent to the subject. Schedules were sent in December, 1918, to all of the National and International Unions in the United States requesting a list of their affiliated locals in Massachusetts, together with the names and addresses of the respective local secretaries, and similar schedules were sent to all State, District, and Trades Councils and Central Labor Unions and Local Councils. The Bureau has been able, by these means, and also by a careful consideration of rosters issued by labor organizations and of newspaper clippings relative to organizations in the Commonwealth, to secure information with reference to the organization of new unions, the disbanding of those formerly existing, and changes in the data relative to organizations previously listed.

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<sup>1</sup> Prior editions of the directory have been published in our Labor Bulletins as follows: No. 23 (August, 1902), No. 24 (November, 1902), No. 33 (September, 1904), No. 37 (September, 1905), No. 43 (September, 1906), No. 52 (September, 1907), No. 61 (September, 1908), No. 68 (October, 1909), No. 76 (September, 1910), No. 83 (September, 1911), No. 93 (August, 1912), No. 94 (March, 1913), No. 98 (March, 1914), No. 106 (April, 1915), No. 113 (March, 1916), No. 119 (March, 1917), No. 123 (April, 1918).

A schedule of inquiries, among which were certain inquiries which had special reference to this edition of the directory, was mailed on December 31, 1918, to each local union in Massachusetts known to be in existence.<sup>1</sup> Schedules were received by mail directly or were obtained by special agents of the Bureau from nearly all of the organizations listed in this edition. In the remaining cases, the desired information has been obtained from the secretary of the National or International organization with which the local organization is affiliated, or from some other reliable source.

Owing to the fact that the collection of returns and the preparation and printing of the directory necessarily cover a period of several weeks, some changes have no doubt occurred since the information herein presented was obtained; consequently those who have occasion to consult this directory should bear this fact in mind. Local secretaries are urged to send notice of any change in the particulars published herein concerning the organizations with which they may be connected.

In the preparation of this edition of the directory the Bureau has been fortunate in securing the cordial co-operation of the labor officials with whom it has had occasion to communicate.

### ABBREVIATIONS.

Abbreviations for titles of union officials follow: B. A. for Business Agent; C. R., Corresponding Representative; C. S., Corresponding Secretary; Ch., Chairman; D. M. W., District Master Workman; F. A. E., First Assistant Engineer; F. S., Financial Secretary; Gen. S., General Secretary; Gr. S., Grand Secretary; Int. S., International Secretary; Mgr., Manager; M. W., Master Workman; Nat. S., National Secretary; Org., Organizer; Pres., President; R. S., Recording Secretary; S., Secretary; S. T., Secretary-Treasurer; Treas., Treasurer; V. P., Vice President.

Abbreviations for names of labor organizations follow: A. F. of L., American Federation of Labor; B. and S. W., Boot and Shoe Workers; K. of L., Knights of Labor; S. W. P., Shoe Workers Protective; U. S. W., United Shoe Workers; U. T. W., United Textile Workers.

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<sup>1</sup> The total number of organizations listed in this directory is 2,017, of which number 157 are national organizations, 77 State, district, and trades councils, 110 central labor unions and councils, and 1,673 local trade unions.



## I. NATIONAL AND INTERNATIONAL ORGANIZATIONS.

In this division of the directory appear the names of those national and international organizations which have one or more affiliated local unions in the *United States*. The name of the union is first given, followed by the name and address of the general secretary or other officer acting as correspondent.

Organizations which are affiliated with the American Federation of Labor are indicated by an asterisk (\*).

Organizations which have no affiliated local unions or councils in Massachusetts are indicated by a dagger (†).

*American Federation of Labor.* Samuel Gompers, Pres.; Frank Morrison, S., A. F. of L. Bldg., Ninth St. and Massachusetts Av., N. W., Washington, D. C.; Daniel J. Tobin, Treas., 222 East Michigan St., Indianapolis, Ind.

*Departments, A. F. of L.*

\**Building Trades Department.* William J. Spencer, S. T., 501-503 A. F. of L. Bldg., Washington, D. C.

\**Metal Trades Department.* Albert J. Berres, S. T., 402-404 A. F. of L. Bldg., Washington, D. C.

\**Mining Department.* Ernest Mills, S. T., 502-516 Denham Bldg., Denver, Col.

\**Railway Employees Department.* John Scott, S. T., 505-507 A. F. of L. Bldg., Washington, D. C.

\**Union Label Trades Department.* John J. Manning, S. T., 202-204 A. F. of L. Bldg., Washington, D. C.

\**Actors Union of America, White Rats.* Harry Mountford, S. T., 207 E. 54th St., New York, N. Y.

\**Asbestos Workers, International Association of Heat and Frost Insulators and.* Thomas J. McNamara, S. T., 803 Holland Bldg., St. Louis, Mo.

*Automobile, Aircraft, and Vehicle Workers of America, United.* William P. Mavell, S. T., 1285 Monon Bldg., 440 S. Dearborn St., Chicago, Ill.

\**Bakery and Confectionery Workers International Union of America.* Charles Ifland, S., 212 Bush Temple of Music, Chicago, Ill.

\**Barbers International Union of America, Journeymen.* Jacob Fischer, Gen. S. T., 222 E. Michigan St., Indianapolis, Ind.

\**Bartenders International League.* (See *Hotel and Restaurant Employees International Alliance*.)

\**Bill Posters and Billers of America, International Alliance of.* William McCarthy, Int. S., 721 Fitzgerald Bldg., 1482-90 Broadway, New York, N. Y.

\**Blacksmiths and Helpers, International Brotherhood of.* William F. Kramer, Gen. S. T., 1234-1235 Transportation Bldg., 608 S. Dearborn St., Chicago, Ill.

\**Boiler Makers, Iron Ship Builders and Helpers of America, International Brotherhood of.* Frank P. Reinemeyer, S. T., 6-12 Law Bldg., Kansas City, Kans.

\**Bookbinders, International Brotherhood of.* Walter N. Reddick, S. T., 222 E. Michigan St., Indianapolis, Ind.

†*Boot and Shoe Cutlers Assembly of the Knights of Labor, National.* D. Arthur Palmer, Nat. S. T., 97 Evergreen St., Rochester, N. Y.

\**Boot and Shoe Workers Union.* Collis Lovely, Pres., 246 Summer St., Boston; Charles L. Baine, Gen. S. T., 246 Summer St., Boston, Mass.

\**Brewery, Flour, Cereal, and Soft Drink Workers of America, National.* Adam Huebner, Gen. S. T., 2347-51 Vine St., Cincinnati, Ohio.

\*†*Brick and Clay Workers of America, The United.* William Tracy, S. T., 166 W. Washington St., Chicago, Ill.

†*Brick, Tile and Terra Cotta Workers' Alliance, International.* William VanBodegraven, S. T., 431 S. Dearborn St., Chicago, Ill.

\**Bricklayers, Masons, and Plasterers International Union of America.* William Dobson, S., University Park Bldg., Indianapolis, Ind.

\**Bridge, Structural and Ornamental Iron Workers and Pile Drivers, International Association of.* Harry Jones, S. T., 304-306 American Central Life Bldg., Indianapolis, Ind.

\*†*Broom and Whisk Makers Union, International.* Will R. Boyer, S. T., 851 King Pl., Chicago, Ill.

†*Brushmakers International Union.* George J. Vitzthun, Int. S., 2052 Gates Av., Brooklyn, N. Y.

*Building Laborers, International Protective Union of.* S. P. Johnson, Gen. S., 2326 E. Eighth St., Los Angeles, Cal.

*Carpenters and Joiners, Amalgamated Society of.* Harry Porter, Sec., U. S. Exec. Board, 76 Bible House, New York, N. Y.

\**Carpenters and Joiners of America, United Brotherhood of.* Frank Duffy, Gen. S., 222 E. Michigan St., Indianapolis, Ind.

\**Carters Association of North America, International Wood.* Frank Detlef, Gen. S., 230 Woodbine St., Brooklyn, N. Y.

†*Chandlery, Brass and Metal Workers of North America.* J. Grinthal, S. T., 719 Third Av., New York, N. Y.

\**Cigar Makers International Union of America.* George W. Perkins, Int. Pres., 940 Monon Bldg., Chicago, Ill.

\**Clerks International Protective Association, Retail.* H. J. Conway, S. T., Lock Drawer 248, LaFayette, Ind.

## National and International Organizations.

- Clothing Workers of America, Amalgamated.* Joseph Schlossberg, Gen. S., 31 Union Sq., New York, N. Y.
- †*Compressed Air and Foundation Workers Union of the United States and Canada.* Henry Kuhlman, Gen. S., St. Marks Pl., New York, N. Y.
- \**Coopers International Union of North America.* William R. Deal, Int. S. T., Bishop Bldg., Kansas City, Kans.
- \**Cutting Die and Cutter Makers, International Union of.* Leonard S. Rantz, 156 Short St., Brockton, Mass.
- †*Diamond Workers Protective Union of America.* Andries Meyer, Pres., 323 Washington St., Brooklyn, N. Y.
- †*Draftsmen's Union, The International Federation of.* Horace B. Abel, S., 411 S. Broad St., Philadelphia, Pa.
- Drop Forge Trades, Brotherhood of.* E. F. Siviter, Gen. S. T., South Plainfield, N. J.
- \**Electrical Workers, International Brotherhood of.* Charles P. Ford, Int. S., 402-434 Reisch Bldg., Springfield, Ill.
- \**Elevator Constructors, International Union of.* Frank J. Schneider, S. T., 402-404 Perry Bldg., 16th and Chestnut Sts., Philadelphia, Pa.
- Engineers, Amalgamated Society of.* George Wallace, S., American Council, 309 Broadway, New York, N. Y.
- \**Engineers Beneficial Association of the United States of America, National Marine.* George A. Grubb, Nat. S., 356 Ellicott Square Bldg., Buffalo, N. Y.
- \**Engineers, International Union of Steam and Operating.* H. M. Comerford, Gen. S. T., 6334 Yale Av., Chicago, Ill.
- \**Engravers League, International Steel and Copper Plate.* Wm. Johnson, S., 18 Coomes Av., Springfield, Mass.
- \**Federal Employees, National Federation of.* E. J. Newmyer, S. T., 401-410 Continental Trust Bldg., Washington, D. C.
- \**Fire Fighters, International Association of.* William A. Smith, S. T., 1312 E. St., N. E., Washington, D. C.
- \**Firemen, Water Tenders, Oilers, and Helpers, International Brotherhood of Stationary.* C. L. Shamp, Int. S. T., 3615 N. Twenty-fourth St., Omaha, Neb.
- \**Foundry Employees, International Brotherhood of.* George Bechtold, S. T., Room 307, 810 Chestnut St., St. Louis, Mo.
- \**Fur Workers of the United States and Canada, International.* Andrew Wenneis, S. T., 9 Jackson Av., Long Island City, N. Y.
- \**Garment Workers of America, United.* B. A. Larger, Gen. S., 116-122 Bible House, New York, N. Y.
- \**Garment Workers Union, International Ladies.* Abraham Baroff, Gen. S. T., 31 Union Sq., New York, N. Y.
- †*Glass Bottle Blowers Association of the United States and Canada.* Harry Jenkins, Gen. S., 1005-1008 Colonial Trust Bldg., Philadelphia, Pa.
- †*Glass Workers, National Window.* Thomas Reynolds, S., 419 Electric Bldg., Cleveland, Ohio.
- \**Glass Workers Union, American Flint.* Charles J. Shipman, S. T., 738-745 Ohio Bldg., Toledo, Ohio.
- \**Glove Workers Union of America, International.* Miss Elisabeth Christman, S. T., Room 701, 139 N. Clark St., Chicago, Ill.
- Government Employees, National League of.* George L. Cain, Nat. Pres., 732 Fifth St., Washington, D. C.
- \**Granite Cutters International Association of America, The.* James Duncan, Int. Pres., 25 School St., Quincy, Mass.
- †*Grinders and Finishers National Union, Pocket Knife Blade.* F. A. Didsbury, Nat. S., 508 Brook St., Bridgeport, Conn.
- Hat and Cap Makers of North America, United Cloth.* Max Zuckerman, Gen. S. T., 41 Union Sq., New York, N. Y.
- Hat Finishers Association of the United States, Wool.* John J. Flanagan, Nat. S. T., 2 Walker Av., Amesbury, Mass.
- \**Hatters of North America, United.* Martin Lawlor, S. T., 72-73 Bible House, New York, N. Y.
- \**Hod Carriers, Building and Common Laborers Union of America, International.* A. Persion, Gen. S. T., 25 School St., Quincy, Mass.
- \**Horseshoers of the United States and Canada, International Union of the Journeymen.* Hubert S. Marshall, S. T., 605 Second National Bank Bldg., Cincinnati, Ohio.
- \**Hotel and Restaurant Employees International Alliance and Bartenders International League of America.* Jere L. Sullivan, S. T., Commercial Tribune Bldg., Cincinnati, Ohio.
- Industrial Workers of the World.* William D. Haywood, Gen. S. T., 1001 W. Madison St., Chicago, Ill.
- Industrial Union, The Workers International.* Herman Richter, Gen. S. T., P. O. Box 651, Detroit, Mich.
- †*Iron, Steel, and Tin Workers of North America, Amalgamated Association of.* Fred Keightly, S. T., 504 House Bldg., Pittsburgh, Pa.
- \**Jewelry Workers Union, International.* Abraham Greenstein, S. T., 63 Park Row, New York, N. Y.
- Knights of Labor (Incorporated).* Thomas H. Canning, Gen. M. W., 228 Tremont St., Boston, Mass.
- †*Lace Operatives of America, The Chartered Society of Amalgamated.* David L. Gould, Nat. S., 545 W. Lehigh Av., Philadelphia, Pa.
- \**Lathers, International Union of Wood, Wire, and Metal.* Ralph V. Brandt, Gen. S. T., 401 Superior Bldg., Cleveland, Ohio.
- \**Laundry Workers International Union.* Harry L. Morrison, Gen. S. T., Box 11, Sta. 1, Troy, N. Y.
- \**Leather Workers International Union, United.* John J. Pfeiffer, Gen. S. T., 504-505 Postal Bldg., Kansas City, Mo.
- \**Letter Carriers, National Association of.* Edward J. Cantwell, S., Kenos Bldg., 11th and G Sts., N. W., Washington, D. C.

National and International Organizations.

- \**Lithographers of America, Amalgamated.* James M. O'Connor, S. T., Langdon Bldg., 309 Broadway, New York, N. Y.
- \**Locomotive Engineers, Brotherhood of.* William B. Prenter, First Grand Engineer, 1118 B. of L. E. Bldg., Cleveland, Ohio.
- \**Locomotive Firemen and Enginemen, Brotherhood of.* A. H. Hawley, Gen. S. T., Cleveland, Ohio.
- \**Longshoremen's Association, International.* John J. Joyce, S. T., 702 Brisbane Bldg., Buffalo, N. Y.
- \**Loomfixers International Union.* Peter J. Surprenant, Nat. S., Cohoes, N. Y.
- \**Machinists, International Association of.* E. C. Davison, S. T., A. F. of L. Bldg., Washington, D. C.
- \**Maintenance of Way Employees and Railway Shop Laborers, United Brotherhood of.* George Seal, Gr. S. T., 27 Putnam Av., Detroit, Mich.
- \**Marble, Slate, and Stone Polishers, Rubbers, and Saryers, International Association of.* Stephen C. Hogan, Pres., 406 East 149th St., New York, N. Y.
- \**Masters, Mates, and Pilots, American Association of.* M. D. Tenniswood, Nat. S., 308 Vine St., Camden, N. J.
- \**Meat Cutters and Butcher Workmen of North America, Amalgamated.* Dennis Lane, S. T., 166 West Washington St., Chicago, Ill.
- \**Metal Polishers, Buffers, Platers, Brass and Silver Workers Union of North America.* Charles R. Atherton, Gen. S. T., Neave Bldg., Cincinnati, Ohio.
- \**Metal Workers International Alliance, Amalgamated Sheet.* John E. Bray, Gen. S. T., 407 Nelson Bldg., Kansas City, Mo.
- \*†*Mine Workers of America, United.* William Green, S. T., 1102-1108 Merchants Bank Bldg., Indianapolis, Ind.
- \*†*Mine, Mill, and Smelter Workers, International Union of.* Ernest Mills, S. T., 502-510 Denham Bldg., Denver, Col.
- \**Molders Union of North America, International.* Victor Kleiber, S., Commercial Tribune Bldg., Cincinnati, Ohio.
- \**Mule Spinners International Union.* Urban Fleming, Int. S., 188 Lyman St., Holyoke, Mass.
- \**Musicians, American Federation of.* Wm. J. Kernwood, S., 3535 Pine St., St. Louis, Mo.
- \**Oil Field, Gas, Well and Refinery Workers of America.* Thomas L. Coleburn, S., Coalinga, Cal.
- \**Painters, Decorators, and Paperhangers of America, Brotherhood of.* J. C. Skemp, Gen. S. T., Drawer 99, LaFayette, Ind.
- \**Paper Makers, International Brotherhood of.* J. T. Carey, Pres.-S., 25 South Hawk St., Albany, N. Y.
- \**Pattern Makers League of North America.* James A. Wilson, Gen. Pres., 1008-9 Second National Bank Bldg., Cincinnati, Ohio.
- \**Pavers, Rammermen, Flag Layers, Bridge and Stone Curb Setters, and Asphalt Workers, International Union of.* Edward I. Hannah, S., 249 E. 57th St., New York, N. Y.
- \**Paving Cutters Union of the United States of America and Canada.* Carl Bergstrom, Gen. S., L. B. 27, Albion, N. Y.
- \**Photo-Engravers Union of North America, International.* Henry F. Schmal, S. T., 412 Nicholas Bldg., 1504 S. Grand Av., St. Louis, Mo.
- \**Piano and Organ Workers Union of America, International.* Charles Dold, Pres., 166 W. Washington St., Chicago, Ill.
- \**Plasterers International Association of the United States and Canada, Operative.* T. A. Scully, S. T., 442 E. Second St., Middletown, Ohio.
- \**Plate Printers Union of North America, International Steel and Copper.* James E. Goodyear, Int. S. T., 2819 N. 27th St., Philadelphia, Pa.
- \**Plumbers and Steam Fitters of the United States and Canada, United Association of.* Thomas E. Burke, Gen. S. T., 411-416 Bush Temple of Music, Chicago, Ill.
- \**Postal Employees, National Federation of.* Thomas F. Flaherty, S. T., 400 A. F. of L. Bldg., Washington, D. C.
- \*†*Potters, National Brotherhood of Operative.* John T. Wood, S. T., Box 6, E. Liverpool, Ohio.
- \*†*Powder and High Explosive Workers of America, United.* H. A. Ellis, S. T., 503 S. Minnesota Av., Columbus, Kans.
- \*†*Print Cutters Association of America, National.* Wm. H. Parr, S., 2684 Briggs Av., Bronx, New York, N. Y.
- \*†*Printers and Color Mixers of the United States, National Association of Machine.* William McInerney, Nat. S., 845 Niagara St., Buffalo, N. Y.
- \**Printing Pressmen and Assistants Union of North America, International.* Joseph C. Orr, S. T., Pressmen's Home, Tenn.
- \**Pulp, Sulphite, and Paper Mill Workers of the United States and Canada, International Brotherhood of.* John P. Burke, Pres.-S., P. O. Drawer K., Ft. Edward, N. Y.
- \**Quarry Workers International Union of North America.* Fred W. Sutor, S. T., Scampini Bldg., Barre, Vt.
- \**Railroad Signalmen of America, Brotherhood of.* Thomas A. Austin, Gr. S. T., North Kingsville, Ohio.
- Railroad Station Agents, Order of.* P. H. Phinney, Gr. S., Monument Beach, Mass.
- Railroad Station Employees, Brotherhood of.* P. J. Coyle, Gr. Pres., 46-47 Holland Bldg., 27 Haymarket Sq., Boston, Mass.
- \**Railroad Telegraphers, The Order of.* C. B. Rawlins, Gr. S. T., Star Bldg., St. Louis, Mo.
- Railroad Workers, American Federation of.* G. W. Gibson, S. T., 1209 Morton Bldg., 538 S. Dearborn St., Chicago, Ill.
- Railroad Trainmen, Brotherhood of.* A. E. King, Gen. S. T., American Trust Bldg., Cleveland, Ohio.
- \**Railway Carmen of America, Brotherhood of.* E. William Weeks, Gen. S. T., 506 Hall Bldg., Kansas City, Mo.
- \**Railway Clerks, Brotherhood of.* Charles M. Owens, Acting Gr. S. T., Fifth Floor, Second National Bank Bldg., Cincinnati, Ohio.
- Railway Conductors of America, Order of.* C. E. Whitney, Gr. S., Cedar Rapids, Iowa.

## National and International Organizations.

- \**Railway Employees of America, Amalgamated Association of Street and Electric.* W. D. Mahon, Int. Pres., 104 E. High St., Detroit, Mich.
- Railway Express Employees, Brotherhood of American.* R. A. Jacobson, Supreme S., 115 S. Dearborn St., Chicago, Ill.
- \**Railway Mail Association.* W. M. Collins, Industrial S., Room 604, Colorado Bldg., Washington, D. C.
- \**Roofers, Composition, Damp and Waterproof Workers of the United States and Canada, International Brotherhood of.* William F. Haggerty, Gen. S. T., 112 East Fifth St., Brooklyn, N. Y.
- \*†*Saw Smiths Union of North America, The.* Ernest H. Borman, S. T., 1737 S. Delaware St., Indianapolis, Ind.
- \**Seamen's Union of America, International.* Thomas A. Hanson, S. T., 324 W. Randolph St., Chicago, Ill.
- Shoe Workers of America, United.* Stephen M. Walsh, Gen. S., 683 Atlantic Av., Boston, Mass.
- Shoe Workers Protective Union.* S. J. Pothier, Gen. S., 47 Locust St., Haverhill, Mass.; Joseph C. Goyette, Gen. Agt.
- \**State and Tile Roofers Union of America, International.* Joseph M. Gavlak, Gen. S. T., 3643 W. 47th St., Cleveland, Ohio.
- †*State Workers, American Brotherhood of.* Philip Jago, Jr., S., Pen Argyle, Pa.
- \**Spinners Union, International.* Urban Fleming, S., 188 Lyman St., Holyoke, Mass.
- State, City, Town, and County Employees Union, National Federation of.* A. L. Moriarty, S., 316 River St., W. Newton.
- \**Steam Shovel and Dredgemen, International Brotherhood of.* F. E. Langdon, Gen. S. T., 508 Ft. Dearborn Bldg., Chicago, Ill.
- \*†*Steel Plate Transferers Association of America, The.* J. A. MacCaskie, Int. S., 65 N. Eleventh St., Newark, N. J.
- \**Stereotypers and Electrotypers Union of North America, International.* Charles A. Sumner, S. T., 3110 Olive St., Kansas City, Mo.
- \**Stone Cutters Association of North America, Journey-men.* Walter W. Drayer, S. T., 528 American Central Life Bldg., Indianapolis, Ind.
- \**Stone Mounters International Union.* Frank Grimshaw, S. T., 1210 Jefferson Av. E., Detroit, Mich.
- \**Street and Electric Railway Employees of America, Amalgamated Association of.* (See *Railway Employees of America*, etc.)
- \**Switchmen's Union of North America.* M. R. Welch, Gr. S. T., 326 Brisbane Bldg., Buffalo, N. Y.
- \**Tailors Union of America, Journey-men.* Thomas Sweeney, Gen. S., 6702 Stony Island Av., Chicago, Ill.
- \*†*Teachers, American Federation of.* Charles B. Stillman, Pres., 1620 Lake Av., Wilmette, Ill.
- \**Teamsters, Chauffeurs, Stablemen, and Helpers of America, International Brotherhood of.* Thomas L. Hughes, Gen. S. T., 222 E. Michigan St., Indianapolis, Ind.
- \**Telegraphers Union of America, The Commercial.* S. J. Koenenkamp, Int. Pres., 661-671 Transportation Bldg., Chicago, Ill.
- Telephone Operators Department (International Brotherhood of Electrical Workers).* Miss May Matthews, S., Tremont Bldg., 73 Tremont St., Boston, Mass.
- Textile Operatives, National Amalgamation of.* William R. Grindrod, S., 1131 Purchase St., New Bedford, Mass.
- \**Textile Workers of America, United.* Mrs. Sara A. Conboy, Int. S. T., 86-87 Bible House, Astor Pl., New York, N. Y.
- \**Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, International Alliance of.* F. G. Lemaster, Gen. S. T., 107 W. 46th St., New York, N. Y.
- \**Tile Layers and Helpers International Union, Ceramic, Mosaic, and Encaustic.* Michael F. Claffy, 56 Trumbull St., Hartford, Conn.
- \*†*Timber Workers, International Union of.* John M. Norland, S. T., 202 Maynard Bldg., Seattle, Wash.
- \*†*Tip Printers, International Brotherhood of.* Louis Agathen, S. T., 547 Chauncey St., Brooklyn, N. Y.
- \**Tobacco Workers International Union.* E. Lewis Evans, S. T., 50-51 Iroquois Life Bldg., Louisville, Ky.
- \*†*Tunnel and Subway Constructors International Union of North America.* Thomas E. O'Brien, S., 206-208 E. 128th St., New York, N. Y.
- \**Typographical Union, International.* J. W. Hays, S. T., 640-650 Newton Claypool Bldg., Indianapolis, Ind.
- \**Upholsters and Trimmers International Union.* James H. Hatch, Pres., 229 E. 67th St., New York, N. Y.
- \**Weavers, Amalgamated Association of the United States, Elastic Goring.* Joseph Hurley, Gen. S. T., 19 W. Ashland St., Brockton, Mass.
- Weavers, National Federation of Cloth.* James Whitehead, S. T., 142 Second St., Fall River, Mass.
- \**Weavers Protective Association, American Wire.* Charles C. Bradley, S. T., 987 Halsey St., Brooklyn, N. Y.
- Women's Trade Union League of America, National.* Miss Emma Steghagen, S. T., 139 N. Clark St., Chicago, Ill.

## II. STATE, DISTRICT, AND TRADES COUNCILS.

In the following presentation appear the names of organizations composed of delegates from local trade unions within a particular trade or group of trades, or a definite district not confined to a single locality. For convenience the various Railway Adjustment, Protective, and Grievance Committees have been separately grouped at the end of this division of the directory.

In every case where the information could be obtained the following facts are given: Name of organization; time and place of next convention or conference; business office and telephone number; names and addresses of the President, Secretary (or other officer acting as correspondent) and Business Agent (if any). Where no address is given for an officer named, he may be addressed at the business office or place of meeting.

*American Federation of Labor, Massachusetts State Branch.* Greenfield, September St., 1919; Tel. Fort Hill 1793; William A. Nealey, Pres., 18 Munroe St., Lynn; Martin T. Joyce, S. T., Rms. 214 and 215, Kimball Bldg., 18 Tremont St., Boston.

*Bakers Unions, Massachusetts State Branch of.* By appointment; 2d Sun. in Jan. and July; Peter J. Fyffe, Pres., 3 Grove St., Bradford; Henry R. Pigeon, F. S. T., 241 E. Dwight St., Holyoke.

*Barbers, Massachusetts State Council of Journeymen.* Next convention in Lowell; Sept., 1919; business office, 84 Third St., Pittsfield, Tel. 1968 W; Frank Rogers, Pres., 50-A Rockaway St., Lynn; William Boos, S., 25 Fenn St., Pittsfield.

*Blacksmiths and Helpers: District Council No. 8* (N. Y., N. H. & H. R.R.). 694 Washington St., Boston; last Sun.; James Mark, Pres., 43 W. Walnut Pk., Roxbury; John Earley, R. S. and B. A., 47 Archdale Rd., Roslindale.

*Blacksmiths and Helpers: District Council No. 20* (B. & M. R.R.). Boston; 1st Sun. in Mar., June, Sept., and Dec.; business office, 179 S. Main St., Concord, N. H.; Findlay MacKenzie, Pres. and B. A., 29 Teele Av., W. Somerville; William J. Hargen, S. T.

*Boiler Makers, Iron Ship Builders, and Helpers: District Lodge No. 34* (B. & M. R.R. System). Quincy House, Boston; business office, 17 Walker St., Concord, N. H.; John J. Cormier, Pres., 49 Woodsville St., Everett; Michael J. McDermott, S.

*Boot and Shoe Workers, New England Organizing Conference of.* Edward P. Holmes, S., 51 Portland St., Brockton.

*Bricklayers, Masons, Plasterers, and Marble Masons, Massachusetts State Conference of.* Fall River; 2d Mon. in March; Michael O'Brien, R. S., 293 Hampshire St., Lawrence, Tel. 2967; D. J. Mahoney, Legislative Agent, 2 Mt. Pleasant St., Waltham.

*Carpenters and Joiners, Massachusetts State Council, United Brotherhood of.* Place of meeting selected at conventions; 3d Mon. in Feb.; Wm. A. Rossley, Pres., 62 Madison St., Worcester; A. Jay Bromley, S., 59 Palmer Av., Springfield.

*Carpenters, Berkshire County District Council of.* Place of meeting determined at previous meeting; 4th Sun.; P. H. Canavan, Pres., Box 217, Lenox; S. H. Crum, S. T., 291 Ashland St., N. Adams.

*Carpenters District Council* (N. Y., N. H. & H. R.R.). Masonic Hall, Union St., New London, Conn.; last Sun.; George W. Howard, S. T., 177 Beardsley St., Bridgeport, Conn.

*Carpenters District Council of Newton, Waltham, Natick, Needham, and Vicinity.* 251 Washington St., Newton; 2d and 4th Thurs.; P. S. Whalen, B. A., 16 Acorn St., Waltham.

*Carpenters District Council of Norfolk County.* Eagle Hall, 54 Day St., Norwood; 3d Tues.; George N. Brooks, Pres., 78 Readville St., Readville; W. C. Cotterell, F. S., 37 Warren St., Norwood.

*Carpenters District Council of the South Shore.* Carpenters Hall, Hingham; 1st and 3d Thurs.; Thomas J. Higgins, R. S., S. Hingham; Leroy W. Beedle, B. A., 56 Hobart St., E. Braintree.

*Carpenters, Middlesex District Council of.* (Woburn and Vicinity). Mechanics Bldg., Main St., Woburn; Thurs.; Robert Creed, R. S., 70 Elm St., Woburn; John G. Cogill, B. A., 27 Glen Ct., Malden.

*Carpenters of Eastern Massachusetts, Grand Council of.* New American House, Boston; 3d Fri.; C. H. Rinks, Pres., 24 Jackson St., Lynn; E. G. Walker, R. S., 2 Gifford Ct., Salem.

*Carpenters, North Bristol District Council of.* Masonic Blk., 46 Wyman St., Stoughton; 1st Sun.; F. O. Fowler, R. S., 155 Porter St., Stoughton; Benjamin S. Bolles, B. A., Main St., Sharon.

*Carpenters, Northern Massachusetts District Council of.* (Fitchburg and Vicinity.) 13 Blossom St., Fitchburg; 1st and 3d Mon.; Fred Bordenatue, R. S., 138 Clarendon St., Fitchburg; Albert Lafrennie, B. A., 59 Tisdale St., Leominster.

*Carpenters, North Shore District Council of.* 71 Washington St., Salem, Tel. 587 M.; Tues.; Rufus P. Harlow, R. S., 21 Highland Av., Lynn; Louis E. Dumas, B. A.

*Carpenters, Southeastern Massachusetts District Convention of.* By vote; 2d Sun.; Charles H. Percival, Pres., 42 Second St., New Bedford; Fred L. Gill, F. S., 325 Bedford St., Whitman.

*Electrical Workers of New England, Joint Council of.* Quincy House, Boston; 4th Sun.; business office, Rm. 435 Old South Bldg., Boston; George L. Kelley, R. and F. S., 12 Church St., Dorchester.

*Engineers, Amalgamated Society of: North Eastern District Committee.* 987 Washington St.; subject to call; John E. Nolan, Pres., 44 E. Gramplan Way, Savin Hill, Dorchester; Wm. E. Bell, Dist. S., 105 Templeton St., Dorchester.

## State, District, and Trades Councils.

*Fire Fighters International Association, State Branch of.* By appointment; J. A. S. Drinkwater, S. T., 1 Coolidge Pl., Cambridge.

*Hotel and Restaurant Employees International Alliance and Bartenders International League: New England Branch.* James J. Cavanaugh, S. T., 90 Howland St., Marlborough.

*Knights of Labor: District Assembly No. 30* (Incorporated). Usually Boston; 1st Sun. after 15th in Jan., Apr., July, and Oct.; business office, 228 Tremont St., Boston, Tel. Beach 3797; M. J. Hallissy, Pres., 322 Eastern Av., Malden; Thomas H. Canning, S. T.

*Label Conference, New England (Cigar Makers).* Next convention, 1st Thurs. in April, 1920; Providence, R. I. Business office, 19 Washington St., Boston; William Standcumbe, Pres., 87 Winthrop St., Medford Hillside.

*Lasters Federation of Southeastern Massachusetts* (B. & S. W.). Moose Hall, 257 Main St., Brockton; 4th Sun.; Matthew Teehan, Pres., Box 114, Whitman; Royal F. Dano, S., Box 142, Bridgewater.

*Lathers, Massachusetts State Council of Wood, Wire and Metal.* 986 Washington St., Boston; last Sun. each month, except Feb., Nov., and Dec.; Edward N. Kelley, S., 7 Parker St., Charlestown.

*Loomfixers Protective Alliance.* Fall River; July 26, 1919; business office, 370 Bedford St., Fall River, Tel. 1580; William R. Grindrod, Pres., Dawson's Hall, New Bedford; Thomas Taylor, S., 370 Bedford St., Fall River.

*Machinists: District Lodge No. 42, International Association of* (B. and M. R.R.). Quincy House, Boston; 2d Sun. in Jan.; J. J. Gillooly, S. T., 24 High St., Charlestown, Tel. Charlestown 1052 J.

*Machinists: District Lodge No. 43, International Association of.* Boston, New Haven, and New York; 1st Sat. in Feb., May, Aug., and Nov.; John Carnie, Pres., 313 Washington St., Dorchester; John C. Ready, S. T., 75 Orchard St., New Haven, Conn.

*Machinists: District Lodge No. 64.* Different cities; 1st Sun.; Herbert Barker, R. S., 84 Bradford St., Fall River; Harry M. Hopwood, B. A., 70 High St., Taunton.

*Molders Unions, Boston and Vicinity Conference Board of.* 995 Washington St., Boston, Tel. Beach 3161; 2d Sun. in March and Sept.; Joseph R. Cooney, F. S. and T., 300 Main St., Watertown; William John, B. A., 25 Wilbur St., Everett.

*Molders Unions, Connecticut Valley Conference Board of* (Western Mass., Vt., and Conn.). Westfield, Mass., May, 1919; R. J. Skehan, S. T., 27 Russell St., Merrick; James A. Loveday, B. A., Lock Box 108, Hartford, Conn.

*Molders Unions, Eastern New England Conference Board of* (Me., N. H., Mass., and R. I.). Fall River, Mass., May, 1919; Charles E. Anderson, S. T., 7 Bowden St., Lowell, Tel. 4713 W.; Eugene L. Murphy, B. A., 116 Winslow Av., Norwood.

*Painters, Decorators, and Paperhangers No. 32, Berkshire County District Council.* Meets with different locals; last Sun.; Charles C. Murphy, S. T., 53 Chase Av., N. Adams.

*Painters, Decorators, and Paperhangers, Connecticut Valley Conference of.* Successfully with each affiliated local; 3d Sun.; A. Lamarsh, Pres., 304 High St., Holyoke; F. W. Wenzel, S. T., 10 Pequot Av., Thompsonville, Conn.

*Painters, Decorators, and Paperhangers, Massachusetts State Conference of.* Determined at previous convention; 4th Sat. and Sun. in Jan. and July; James J. Mara, Pres., 34 Bedford St., Concord; P. H. Triggs, S. T., 21 Sanford St., Springfield, Tel. River 1435.

*Painters District Council, North Shore.* Burnham Hall, Beverly; 1st and 3d Thurs.; Harry A. Weston, Pres., 30 Highland Av., Salem; Louis McRae, S.

*Painters, Decorators, and Paperhangers, Worcester County Conference of.* Different cities; 1st Sun.; business office, 62 Madison St., Worcester, Tel. Park 6821; O. Alexander, Pres., 85 Lunenburg St., Fitchburg; James E. Heffron, S. T.

*Painters District Council of Natick and Vicinity No. 44.* Each locality in turn; 2d and 4th Tues.; H. J. Barrett, Pres., 30 Hancock St., Revere; Stephen J. Angleton, S. and B. A., 6 Dewey St., Natick.

*Plumbers, Gas Fitters, Steam Fitters and Steam Fitters' Helpers, Sprinkler Fitters and Sprinkler Fitters' Helpers of the United States and Canada, Massachusetts State Association of.* By appointment; Wm. J. Flynn, Pres., 126 C St., S. Boston; C. D. Driscoll, S. T., 46 Speedwell St., Dorchester.

*Sheet Metal Workers, Massachusetts District Council of.* By appointment; 2d Sun. in Jan., Apr., July, and Oct.; Edward J. Griffin, Pres., 89 Swan St., Everett; Edward F. X. McCarthy, S. T., 7 Montvale St., Roslindale.

*Shoe Workers, General Organizing Council of the Allied.* On call; every three months; Ellsworth E. Melanson, Pres., 1 Friend St., Salem; Thomas McGuire, S. T., Cross St. Ct., Salem.

*Stationary Firemen, International Brotherhood of State District Union No. 1.* By appointment; July; Wm. J. Dewars, Pres., Sumner St., E; Boston; Daniel P. Shea, R. S., 242 Tecumseh St., Fall River.

*Steam and Operating Engineers, Massachusetts State Branch of.* 696 Washington St., Boston; last Sun. in Feb., May, Sept., and Dec.; Herman M. Comerford, Pres., 6334 Yale Av., Chicago, Ill.; A. W. Perry, 1st V. P.; A. W. Daniels, R. S., 83 Brownell St., Medford Hillside.

*Telephone Workers of New England, Joint Executive Board of.* 919 Washington St., 4th Sun.; Albert H. Nichols, Pres., 19 Lowell St., Som.; George L. Kelly, S. T., 12 Church St., Dorchester.

*Trades Union Liberty League.* 184 Dudley St., Roxbury, Tel. Roxbury 5256; James H. Loughlin, Pres., 62 Madison St., Worcester; M. J. Hines, S. T., 1117 Columbus Av., Roxbury.

State, District, and Trades Councils.

*Treers Union, Southeastern Massachusetts Association of.* At headquarters of affiliated locals; 2d Sun.; T. P. McSweeney, Pres., 40 Centre St., Brockton; John Turpin, S. T., 573 Union St., S. Weymouth.

*Typographical Union, New England.* New Haven, Conn.; June 23, 1919; Oscar A. Miles, Pres., 67 Harbison Av., Hartford, Conn.; John F. Murphy, S. T., Box 712, Providence, R. I., Tel. West 2615 R.

RAILWAY ADJUSTMENT, PROTECTIVE, AND GRIEVANCE COMMITTEES.

*Locomotive Engineers: General Committee of Adjustment (B. & A. R.R.).* Usually in Boston; on call of Chairman; W. A. Paddock, Ch., 180 Lincoln St., Worcester; A. H. Bourne, S., 22 Empire St., Allston.

*Locomotive Engineers: General Committee of Adjustment (B. & M. R.R.).* 7 Water St., Boston, Tel. Main 6026; on call; H. A. Twichell, Gen. Ch.; F. L. Carr, S. T., 347 Westford St., Lowell.

*Locomotive Engineers: General Committee of Adjustment (B., R. B., and L. R.R.).* Lynn; on call; George Pirie, Gen. Ch., 385 Revere St., Winthrop; J. H. Williams, S., 62 Jasper St., Saugus.

*Locomotive Engineers: General Committee of Adjustment (N. Y., N. H. & H. R.R.).* Rm. 18, Poli Bldg., New Haven, Conn.; triennially in Jan.; last meeting Jan., 1918; F. S. Evans, Gen. Ch., 96 Winter St., Norwood; L. L. Mitchell, S. T., 11 Harrison Av., Taunton.

*Locomotive Engineers: Massachusetts State Legislative Board.* Annually in Jan. and on call of Chairman; Henry H. Wilson, Pres., 82 Bailey St., Lawrence; Wm. H. Thresher, S. T., 7 Marlowe St., Dorchester.

*Locomotive Firemen and Enginemen, Joint Protective Board of (N. Y., N. H. & H. R.R.).* Insurance Bldg., New Haven, Conn.; 1st Mon. in Feb.; J. P. Farrell, Gen. Ch., 87 Pliny St., Hartford, Conn., Tel. 7715; A. E. Patterson, R. S., 575 Ferry St., New Haven, Conn.

*Maintenance of Way Employees, Joint Protective Board of (B. & M. System).* 28 Causeway St., Boston; on call of Gen. Ch.; J. J. Lawlor, Gen. Ch., 31 Pleasant St., Saco, Me.

*Maintenance of Way Employees: B. and B. Foremen's Department (B. & M.).* 3 Hanover St., Boston; on call of Chairman; Timothy J. Johnston, Ch., 10 High St., Saugus.

*Maintenance of Way Employees: Track Department (B. & A.).* Pilgrim Hall, 694 Washington St., Boston; 4th Sat.; E. L. Hardy, Ch. 279 Portland St., Cambridge; J. E. MacPhee, S. T., 74 Circuit Av., Newton Highlands.

*Maintenance of Way Employees: Signal Department (B. & A.).* 694 Washington St., 1st Thurs.; W. H. Kyte, Pres., 34 Dalton St., Boston; P. F. Coleman, S. T., 6 Pearl St., Natick.

*Railroad Station Agents, Order of.* Quincy House, Boston; 3d Sun.; business office, Rm. 618, 101 Tremont St., Boston; Earl H. Morton, Pres.,

Greenwood, Mass; P. H. Phinney, S., Monument Beach; J. J. Nolan, B. A.

*Railroad Station Employees, Brotherhood of: General Board of Adjustment (B. & M. R.R.).* Quincy House, Boston; on call of Gen. Ch.; P. J. Coyle, Gen. Ch., 27 Haymarket Sq., Boston, Tel. Haymarket 4218; Ralph C. Putnam, R. S., 7 Vine St., Marblehead.

*Railroad Telegraphers, General Committee of Adjustment (N. Y., N. H. & H. R.R.).* Room 8, 1098 Chapel St., New Haven, Conn.; on call of Gen. Ch.; Leonard J. Ross, Gen. Ch., 457 Wellington Av., Auburn, R. I.; M. W. Handy, Gen. S. T., P. O. Box 885, New Haven, Conn.

*Railroad Trainmen: General Grievance Committee (B. & A. R.R.).* Boston; on call of Chairman; M. N. Doyle, Gen. Ch., 194 Front St., Worcester; Tel. Park 3508; J. A. Flynn, R. S., R. F. D. No. 2, W. Springfield.

*Railroad Trainmen: General Grievance Committee (B. & M. R.R.).* Boston; Jan., 1920; business office, 7 Water St., Boston, Tel. Fort Hill 1917; T. E. Donovan, Gen. Ch.; Charles J. Mahoney, Gen. S., 8 Linwood Pl., Charlestown.

*Railroad Trainmen: General Grievance Committee (B., R. B. & L. R.R.).* Puritan Hall, 249 Friend St., Boston; 1st Thurs. and 3d Sun.; Elmer W. Foss, Ch., 7 Ocean View Av., E. Lynn; Emery J. Gregory, S., 193 Pearl Av., Beachmont.

*Railroad Trainmen: State Legislative Board.* Quincy House, Boston; next meeting, October, 1919; Walter L. McMenimen, Ch., 1578 Cambridge St., Cambridge; Thomas C. O'Brien, S., Rm. 301, 509 Pemberton Bldg., Boston.

*Railroad Workers, Boston and Maine System Council.* Quincy House, Boston; 2d Sat.; T. H. Condon, Gen. Ch., 15 Boardman St., Salem; W. McMahon, S., 11 Water St., Concord, N. H.

*Railroad Workers, American Federation of: System Council (N. Y., N. H. & H. R.R.).* Alternately at Boston and New Haven, Conn.; 2d Sun.; M. H. Dickinson, Pres., 35 Rosette St., New Haven, Conn.

*Railroad Workers, Trades Council of the New York, New Haven and Hartford System.* Commercial House, New Haven, Conn.; 1st Sat. in Jan.; special meetings by appointment; Frank Gannon, Pres. and B. A., 112 Union Av., W. Haven, Conn.

*Railway Carmen, Joint Protective Board of Brotherhood of (B. & M. R.R.).* Quincy House, Boston; on call; C. E. Dudley, Ch., 5 Ralph St., Lowell; S. E. Oliver, S. T., 25 Allston St., Concord, N. H.

*Railway Clerks, Brotherhood of: Boston and Maine System Board of Adjustment.* Quincy House, Boston; quarterly and at discretion of Executive Committee; John D. Flynn, Ch., 160 Beverly St., Boston; J. L. Johnson, Gen. S. T., 14 Stevens St., Lawrence, Tel. 1030.

*Railway Conductors: Adjustment Committee (N. Y., N. H. & H. R.R.).* 24 Hayward Pl., Boston; 4th Sun.; W. J. Loring, Gen. Ch., 12 Fairfield St., Braintree.

**State, District, and Trades Councils.**

*Railway Conductors: General Adjustment Committee* (B. & A. R.R.). On call of Chairman; D. W. Morton, Ch., 22 Charles St., Auburndale; Charles M. Haslund, Gen. S., 9 Irvington St., Boston.

*Railway Conductors: General Board of Adjustment* (B. & M. R.R.). Quincy House, Boston; biennially, even years, not later than April 15th; G. C. Hammond, Ch., 164 W. Wyoming Av., Melrose, Tel. 162S M.

*Street Railway Employees, Joint Conference of Bay State.* 724 Washington St., Boston; 1st Mon. in Jan., Apr., July, and Oct.; Fred Crowley, Pres., 1097 Lakeview Av., Dracut; P. F. Sheehan, S., 167 Copeland St., Brockton, Tel. 2486 R.

*System Federation* (N. Y., N. H. & H. R.R.). By appointment; John Carnie, Pres., 313A Washington St., Dorchester; Robert Henderson, S., 252 Florence St., Roslindale, Tel. Bellevue 661 W.



### III. CENTRAL LABOR UNIONS AND LOCAL COUNCILS.

The following list includes those local delegate organizations, such as central labor unions and local councils, which are purely representative bodies composed of delegates from their respective affiliated local unions.

In every case where the information could be obtained the following facts are given for each organization: Name of organization; place and time of meeting; business office (where different from place of meeting) and telephone number; name and address of the president, secretary (or other officer acting as correspondent) and business agent (if any). Where no address is given for an officer named he may be addressed at the business office or place of meeting.

#### BOSTON.

(For abbreviations under Boston, see note at foot of page 19.)

*Allied Printing Trades Council.* 606 Old South Bldg., Tel. Fort Hill 1509; 1st Mon.; John F. Maguire, Pres.; Daniel J. McDonald, S. and B. A.

*Brewery Workers, Joint Local Executive Board of.* Arbeiter Hall, 24 Amory Av., Rox.; 1st and 3d Sun.; business office, 1117 Columbus Av., Rox., Tel. Rox. 3761 M.; G. H. Bock, Pres., 21 Beethoven St., Rox.; Konrad Young, S. and B. A.

*Bricklayers, Masons, and Marble Setters, Joint Executive Committee of* (Boston and Vicinity). 386 Harrison Av.; Fri.; Patrick J. Walsh, Pres.; Wm. J. Higgins, S.; John T. Walsh, B. A.

*Building Trades Council, A. F. of L.* 386 Harrison Av.; 2d and 4th Fri.; John C. McDonald, R. S.; Arthur M. Huddell, Treas.

*Building Trades Council, Allied* (Boston and Vicinity). 30 Hanover St.; 1st and 3d Tues.; Edwin E. Graves, Pres.; Jeffrey A. Boudrot, R. S., 12 Kneeland St.; John Fox, B. A.

*Carpenters District Council of Boston and Vicinity.* 30 Hanover St., Tel. Hay. 1365; 1st and 3d Thurs.; F. M. Curley, Pres.; Joseph F. Twomey, S. T.; James A. Bresnahan, B. A.

*Central Labor Union.* 987 Washington St.; 1st and 3d Sun.; Michael J. O'Donnell, Pres.; Wm. H. O'Connor, S.; Patrick H. Jennings, B. A.

*Cloak and Skirt Makers, Joint Board of.* 724 Washington St.; Thurs.; Benjamin Kurland, Pres.; Joel Sayvetz, F. S.; Jacob White, B. A.

*Cloth Hat and Cap Makers, Joint Board of.* 724 Washington St.; Wed.; Julius Linden, Pres. and B. A., 323 Spruce St., Chelsea; Miss Emily J. Granville, S., 172 Walnut Av., Rox.

*Clothing Workers Joint Executive Board, Amalgamated.* 885 Washington St.; Sat.; Samuel Zorn, Mgr.; H. Levin, T. Morelli, and B. Skurstein, Business Agents, 885 Washington St.

*Hotel and Restaurant Employees International Alliance and Bartenders International League: Joint Executive Board.* 1160 Washington St., Tel. Beach 1823; 2d and 4th Fri.; Daniel J. Flanagan, Pres., 5 Sharon St.; Patrick J. Barry, S. T., 38 Ottawa St., Rox.

*Longshoremen's District Council.* Roughan Bldg., City Sq., Chsn.; John Bell, Pres., 187 Bunker Hill St., Chsn.; Andrew G. Norander, S. T., 255 Highland Av., Somerville.

#### BOSTON — Con.

*Metal Trades Council of Boston and Vicinity.* 995 Washington St.; 2d and 4th Fri.; business office, 696 Washington St., Tel. Beach 504; Frank Tully, Pres., 9 Fenwood Rd., Rox.

*Metal Trades Department: Charlestown Council* (Navy Yard). Engineers Hall, 995 Washington St.; 2d and 4th Thurs.; Wm. McDonald, Pres., 13 Hecla St., Dor.; M. F. Erickson, R. S., 28 Pearson Av., Somerville.

*Municipal Employees Unions, Joint Council of.* 987 Washington St.; 1st Mon.; M. F. O'Brien, Pres. and B. A., 307A Warren St., Rox.; F. F. Morse, F. S., 16 Mystic St., Chsn.

*Painters, Decorators, and Paperhangers District Council No. 41 of Boston.* 12 Kneeland St.; Thurs.; Edward Welsh, Pres.; James T. Templeton, S. T.; Jeffrey A. Boudrot, John T. Cashman, and Charles A. Spence, Business Agents.

*Plumbers, Gas Fitters, Steam Fitters, and Steam Fitters' Helpers: District Council of Boston and Vicinity.* Wells Memorial Hall, 987 Washington St.; 1st Sat.; M. W. Brown, Pres., 58 Ellsworth St., Brockton; Joseph P. Curry, S. T., 447 Summer St., W. Lynn.

*Teamsters, Joint Council of.* 995 Washington St.; 2d and 4th Wed.; John M. Gillespie, Pres.; Nathaniel J. Lannan, S. T.

*Union Label Section: Boston Central Labor Union.* 987 Washington St., Tel. Beach 5436; 2d and 4th Wed.; Charles Clause, Pres., 11 Appleton St.; Austin P. Kaveney, R. S.

*United Hebrew Trades of Greater Boston.* 1 Causeway St., Tel. Hay. 71714; 1st and 3d Sat.; Carl Appel, Ch., 9 Almont Ct., Malden; Max Hamlin, R. S. and B. A.

*Women's Trade Union League of Boston.* 665 Washington St., Tel. Beach 5251; 2d Wed.; Miss Rose Sullivan, Pres.; Miss Mabel Gillespie, Exec. S.

#### BROCKTON.

*Allied Printing Trades Council.* Y. M. C. A. Committee Room; 3d Thurs.; C. B. Main, Pres.; G. E. Spear, S., 138 Newbury St.

*Building Trades Council* (Brockton and Vicinity). 126 Main St., Rm. 26; Fri.; Wm. Ward, Pres., 46 Nye Av.; Walter Pratt, R. S., 28 Main St.

*Central Labor Union.* Eagle Hall, 57 Centre St.; 2d and 4th Wed.; Frank C. Kimball, Pres., Campello Car Barn; Frank W. Gifford, R. and C. S., Box 225.

## Central Labor Unions and Local Councils.

**BROCKTON** — Con.

*Joint Shoe Council No. 1* (B. & S. W.). Eagle Hall, 57 Centre St.; 1st and 3d Wed.; business office, 68 Main St., Tel. 74; Patrick J. O'Byrne, Pres., 703 Main St.; Michael J. Cohan, S. T.

**CAMBRIDGE.**

*Central Labor Union.* Lower Hall, 631 Massachusetts Av.; 1st and 3d Thurs.; Harry Joel, Pres., 269 Broadway; John H. Mahoney, S., 18 Woodbridge St.

**CHELSEA.**

*Central Labor Union.* Central Hall; 2d and 4th Thurs.; James H. Hearon, Pres., 79 Tudor St.; Gerald Newman, F. S., 161 Washington Av.

**CHICOPEE.**

*Central Labor Union.* A. O. H. Hall, 208 Exchange St.; 3d Sun.; Ernest Gerhardt, Pres., 65 West St.; William J. Boyce, S. T., 10 Riverview Ter.

**Concord.**

*Central Labor Union.* Harold Tompkins, S.

**Clinton.**

*Central Labor Union.* Carpenters Hall, 36 High St.; 2d and 4th Sun. at 7.30 P. M.; Edward L. McGarry, Pres., 9 Auburn St.; Thomas M. Jennings, R. S., 8 Hamilton St.

**FALL RIVER.**

*Carpenters District Council.* 42 Second St., Tel. 145; 2d and 4th Mon.; Byron A. Briggs, Pres., 3000 N. Main St.; Charles H. Percival, R. S. and B. A. 517 Cambridge St.

*Central Labor Union.* Painters' Hall, Granite St.; 1st and 3d Thurs.; Frank Riley, Pres., 536 Underwood St.; John F. Reagan, R. S., 53 Stetson St.

*Textile Council.* Weavers Bldg., Second St.; business office, 370 Bedford St., Tel. 1580; 3d Wed.; James Tansey, Pres.; Thomas Taylor, S. and B. A.

*Textile Council* (A. F. of L.). 58 Pleasant St.; alternate Sun.; Albert Langevin, Pres.; John L. Campos, S.

**FITCHBURG.**

*Building Trades Council.* B. T. C. Hall, 13 Blossom St.; 4d and 4th Fri.; Richard Hunter, R. S., 963 Main St.; Albert Lafrennie, B. A., 59 Tisdale St., Leominster.

*Central Labor Union.* C. L. U. Hall, 48 Wallace Av.; 1st and 3d Wed.; Charles Sweeney, Pres., 6 Walton St.; John B. Russell, F. S. and T., 299 South St.

**Framingham.**

*Central Labor Union.* C. L. U. Hall, 12 Howard St.; 1st and 3d Fri.; H. L. Skinner, S., 2 Highland St.

**Gardner.**

*Central Labor Union.* Barthels Hall, 1 Oak St.; 1st and 3d Sun.; John E. Gerior, Pres., 430 Parker St.; Edmond Fitzgerald, R. S., 81 West St.

**GLOUCESTER.**

*Central Labor Union.* Yates Hall, 163 Main St.; 2d and 4th Mon.; George H. Mack, Pres., 7 Cross St.; John E. Carrigan, R. S., 5 Mason Ct.

**Greenfield.**

*Building Trades Council.* Commonwealth Hall, 236 Main St.; 1st and 3d Sun.; Charles J. H. Lawrence, Pres.; H. O. Winerholde, R. S., 12 Hazen St.

*Central Labor Union.* Commonwealth Hall, 236 Main St.; 1st and 3d Sun.; Charles J. H. Lawrence, Pres.; H. O. Winerholde, S., 12 Hazen St.

**HAVERHILL.**

*Building Trades Council.* 2 Gilman Pl., Tel. 1433; 2d and 4th Wed.; Francis H. Thompson, Pres., 4 Portland St.; William F. Langton, S. T. and B. A.

*Central Labor Union.* 2 Gilman Pl., Tel. 1433; 2d and 4th Mon.; Wm. F. Langton, Pres.; John Macdougall, S.

*Joint Shoe Council No. 2* (B. & S. W.). 2 Gilman Pl., Tel. 2399; Fri.; Fred M. Knight, Pres.; Percy A. Ducey, S. and B. A.

*Shoe Workers Protective Unions, District Council of.* 47 Locust St., Tel. 2315; 2d and 4th Sat.; S. J. Pothier, Gen. S.; Joseph Goyette, Gen. B. A., 47 Locust St.

**HOLYOKE.**

*Allied Printing Trades Council.* O. B. Parsons, R. F. D. No. 2, Box 20.

*Building Trades Council.* Carpenters Hall, 437 High St., Tel. 705; Fri.; Jacob Kreuter, Pres., 680 High St.; George H. Lane, S. and B. A.

*Carpenters District Council* (Holyoke and Vicinity). Carpenters Hall, 437 High St., Tel. 705; Tues.; Walter J. Dufresne, Pres., 47 Front St.; George H. Lane, S. and B. A.

*Central Labor Union.* Carpenters Hall, 437 High St.; 2d and 4th Sun.; business office, 214 Maple St., Tel. 434; Urban Fleming, Pres., 188 Lyman St.; John P. Bleasius, S., 34 Hitchcock St.

**LAWRENCE.**

*Allied Printing Trades Council.* Essex House; on call; Darwin M. Johnson, Pres., 364 Essex St.; John C. Blessington, S., 19 Rhine St.

*Building Trades Council.* 665 Essex St., Tel. 1877; Wed.; Frank Munroe, Pres., May St.; James F. Hughes, S., 33 Fairmont St.

**Central Labor Unions and Local Councils.**

**LAWRENCE — Con.**

*Carpenters District Council.* 665 Essex St., Tel. 1877; 2d and 4th Thurs.; Frank Munroe, Pres.; Joseph Labelle, R. S., P. O. Box 363; Mervin J. Boomhower, B. A., 48 Holly St.

*Central Labor Union.* 665 Essex St., Hall No. 1; 2d and 4th Sun.; James R. Menzie, Pres., 440 Haverhill St.; Leonard J. Truil, R. S., P. O. Box 204.

*Hod Carriers, Building and Common Laborers, District Council of.* 665 Essex St., Tel. 1877; 2d and 4th Fri.; Andrew Lacy, S., 6 Amesbury St.; John J. Hill, B. A., 31 Farnham St.

**LOWELL.**

*Allied Printing Trades Council.* G. A. R. Hall, 202 Merrimack St.; on call; business office, 503 Beacon St., Tel. 3456 W.; James Flynn, Pres., 12 Cedar St.; Fred A. Spread, S. T.

*Building Trades Council.* 84 Middlesex St.; Mon.; Frank Warren, Pres., 76 Bellvue St.; Joseph F. Hurley, S. T., 75 Durant St.; Wm. O'Neil, B. A., rear 39 Lillcy Av.

*Carpenters District Council.* Carpenters Hall, Runel's Bldg., Merrimack Sq., Tel. 2403; 2d and 4th Thurs.; Carl D. Elsmann, Pres., Dracut, Mass.; John Shaw, R. S., 135 Cumberland Rd.; Michael A. Lee, B. A., 64 Bartlett St.

*Shop Employees, Local Federation of (B. & M. R.R.).* North West Hall, 84 Middlesex St.; 1st and 3d Tues.; Clarence E. Dudley, R. and F. S., 5 Ralph St.

*Textile Council.* 233 Central St., Tel. 219 W.; 2d and 4th Fri.; John Hanley, Pres., 32 Oliver St.; Mrs. Annie Reagan, F. S., 206 South St.

*Trades and Labor Council.* 233 Central St., Tel. 1715; 1st and 3d Thurs.; Francis A. Warnock, Pres., 13 Wamesit St.; Charles E. Anderson, S., 7 Bowden St.

**LYNN.**

*Allied Shoe Workers Council.* 158 Market St.; Fri.; Charles C. Hartshorn, Pres., 420 Chestnut St.; J. L. Burke, S.

*Building Trades Council.* 62 Munroe St.; 2d and 4th Wed.; L. A. Lantz, Pres., 20 Hillside Av., Swampscott; Irving G. Bowden, F. S., 36 Orchard St., W. Lynn.

*Central Labor Union.* Teamsters Hall, 18 Munroe St.; 2d and 4th Sun.; Frank Rogers, Pres., 50A Rockaway St.; Wm. C. Scanlon, S., 125 Lawton Av.; Wm. A. Nealey, B. A.

*Chamber of Labor.* 34 Andrew St.; 1st and 3d Sun.; Harry Ryan, Pres., 7 Caldwell Crescent; Wm. A. Nealey, R. S., 18 Monroe St.

*Joint Shoe Council No. 1 (U. S. W.).* 47 Exchange St.; Fri.; business office, 31 Exchange St., Tel. 3796; Harry Ryan, Pres., 34 Andrew St.; Charles O. Whidden, S. and B. A.

*Metal Trades Council.* Teamsters Hall, 18 Monroe St.; Fri.; John C. Gillon, Pres., 5A Clifton Av., Cliftondale; John J. Connolly, S. T., 70 Monroe St.

**MALDEN.**

*Central Labor Union.* Pratt Bldg., 56 Pleasant St.; 2d Thurs.; Frank E. Simpson, Pres., 235 Washington St.; John J. Lucey, R. S., 238 Charles St.

**MARLBOROUGH.**

*Central Labor Union.* Burkes Bldg., 116 Main St.; 3d Wed.; Charles Hamlin, Pres., Belmont St.; R. Harvey Taylor, R. S., 64 Chestnut St.

**Maynard.**

*Textile Council.* Cannons Hall, Main St.; 1st Tues.; Benjamin C. Brown, S., Box 623.

**Middleborough.**

*Central Labor Union.* Robinson's Hall, N. Main St.; 2d Thurs.; Michael P. Baker, Pres., 20 Cambridge St.; Sylvanus L. Brett, R. S., 11 Rock St.

**Milford.**

*Central Labor Union.* Carpenters Hall, Main St.; 2d and 4th Wed.; Maurice J. Quinlan, Pres., 38 Central St.; Patrick J. Dacey, R. and F. S., 47 N. Bow St.

**Natick.**

*Central Labor Union.* Winch Bldg., Main St.; Fri.; B. J. Healey, Pres., Morse St.; E. H. Pratt, S., 6 Harvard St.

**NEW BEDFORD.**

*Allied Printing Trades Council.* Frank C. Bliffins, S., 411 Pleasant St.

*Building Trades Council.* Theatre Bldg., 251 Union St.; 1st and 3d Fri.; Herbert W. Stevens, Pres., 85 Orchard St.; George Richards, S. and B. A., Cross Rd., N. Dartmouth.

*Carpenters District Council.* 153 Union St., Tel. 2990; Thurs.; Henry Patnaude, Pres.; G. F. Curry, R. S., 512 Allan St.; Dolar A. Houle, B. A., 128 Tinkham St.

*Central Labor Union.* Labor Temple, 746 Pleasant St.; 2d and 4th Fri.; John F. Sloan, Pres., N. Front St.; Joseph H. Pennington, R. S., 198 County St.

*Textile Council.* Weavers Hall, 746 Pleasant St., T. I. Bell 4367; 2d Mon.; Andrew Munds, Pres.; Joseph H. Gordon, S., 1631 Purchase St.

**NEWTON.**

*Building Trades Council.* 251 Washington St.; 2d and 4th Fri.; William Meehan, Pres., Cherry St., W. Newton; George Lobieski, R. S., 4 Lake St., Natick.

## Central Labor Unions and Local Councils.

## NORTH ADAMS.

*Central Labor Union.* Dowlin Bldg., 101 Main St.; 2d and 4th Tues.; John Cummings, Pres., Liberty St.

*Joint Shoe Council No. 21.* Dowlin Bldg., 101 Main St.; 1st and 3d Tues.; Patrick J. Kiley, Pres., 18 Beacon St.; James F. MacNeill, F. S., 18 Hall St.

## NORTHAMPTON.

*Central Labor Union.* Board of Trade Hall, 59 Main St.; 2d and 4th Wed.; Joseph A. Lepine, Pres., 18 Washington Pl.; Michael E. Garvey, R. S., 163 Prospect St., Tel. 1699 W.

## PITTSFIELD.

*Allied Printing Trades Council.* Shipton Hall, 150 North St., Tel. 2453 M; on call; James E. Reagan, S. T., 202 Lenox Av.

*Central Labor Union.* C. L. U. Hall, 316 North St.; 2d and 4th Wed.; John Lind, Pres., 18 Dartmouth St.; F. T. Russell, S., 206 Woodlawn Av.

*Metal Trades Council.* C. L. U. Hall, 316 North St.; 1st and 3d Wed.; Patrick J. Callahan, Pres., 118 Lincoln St.; David L. Kevlin, R. S., 19 Tennyson St.

## QUINCY.

*Carpenters District Council.* Poland Hall, Norfolk Downs; 1st and 3d Tues.; S. C. Jones, Pres., 208 Federal Av. Extension; G. W. Winship, S., 5 Prospect Av., Wollaston; J. G. Cogill, B. A., 27 Glen Ct., Malden.

*Central Labor Union.* Johnson Bldg., 1382 Hancock St.; Mon.; James J. Sullivan, S., 239 Washington St.

*Metal Trades Council.* Rm. 22, Johnson Bldg.; 1st and 3d Thurs.; business office, Rm. 3, Adams Bldg.; L. M. Gill, Pres., 402 Center St., Dorchester; A. E. Skean, R. S., 34 Bennington St.

## Rockland.

*Central Labor Union.* B. & S. W. Hall, Union St.; 1st and 3d Mon.; James F. Donahue, Pres., North Abington, Mass.; Patrick Caplice, R. S., 109 Reed St.

## SALEM.

*Central Labor Union.* 71 Washington St.; 1st and 3d Sun.; Ambrose A. Mahoney, Pres., 9 Woodside St.; John C. Whiting, C. and R. S., 30 Japonica St.

*Chamber of Labor.* Towns in vicinity; 2d and 4th Sun.; E. E. Melanson, Pres., 1 Friend St.; Robert L. Howard, R. S., 53 Ash St., Danvers.

## SOMERVILLE.

*Central Labor Union.* Hill Bldg., Union Sq.; 1st and 3d Fri.; John F. Barr, Pres., 151A Somerville Av.; Andrew H. Crispin, R. S., 31 Chandler St.

## SPRINGFIELD.

*Allied Printing Trades Council.* C. L. U. Hall, 19 Sanford St.; 3d Sun.; William B. Laun, S. T., 336 Central St.

*Building Trades Council.* 19 Sanford St.; business office, 21 Sanford St., Tel. River 1435; P. H. Triggs, Pres., 21 Sanford St.; M. Joseph Scanlon, S. T.

*Carpenters District Council* (Springfield and Vicinity). C. L. U. Hall, 19 Sanford St.; Mon.; business office, 21 Sanford St., Tel. River 1435; C. H. Cutler, Pres., 12 Clifford St.; A. Jay Bromley, S., 59 Palmer Av.; Thomas McCarrol, B. A., 845 Worthington St.

*Central Labor Union.* C. L. U. Hall, 19 Sanford St.; 1st Sun.; business office, 21 Sanford St., Tel. River 1435; Thomas McCarrol, Pres., 845 Worthington St.; W. Lewis Collins, R. and C. S., 17 Windsor St.

*Metal Trades Council.* G. W. Lloyd, S., Box 776.

## TAUNTON.

*Building Trades Council.* A. E. Shaw, S., 82 Washington St.

*Carpenters District Council.* 7 Jones Bldg., Broadway; 1st and 4th Tues.; Alfred E. Shaw, Pres., 88 Washington St.; George A. Grenier, R. S., 28 Madison St.

*Central Labor Union.* C. L. U. Hall, 19 Broadway; 1st and 3d Tues.; Arthur Parlow, Pres., 2 Newcomb Pl.; Edwin Leonard, F. S., 1 N. Water St.

## WALTHAM.

*Central Labor Union.* Eagle Bldg., Main St.; 2d and 4th Sun.; John J. Duffy, Pres., 74 Guinan St.; John F. Shea, S. T., 4 Pine St.

## Watertown.

*Metal Trades Council.* 724 Washington St., Boston; 2d and 4th Wed.; John J. Radigan, Pres., 298 Main St., Watertown; Hector H. Benoit, R. S., Huntington Chambers, Boston.

## Westfield.

*Building Trades Council.* Carpenters Hall, School St.; 1st and 3d Thurs.; John Beauchemin, Pres., 21 Sanford St., Springfield; Charles Wright, F. S. T., P. O. Box 256.

*Central Labor Union.* C. L. U. Hall, 112 Elm St.; 4th Thurs.; James Burke, Pres., Orange St.; J. C. Cleary, R. S., 26 Union St.

Central Labor Unions and Local Councils.

**Whitman.**

*Joint Shoe Council No. 11.* Jenkins Blk., 591 Washington St., Tel. 218 M.; 2d and 4th Wed.; Frank Gifford, Pres., Park Av.; George Douglas, S. T., Box 17.

**Winchester.**

*Central Labor Union* (South Middlesex County). E. A. Goggin, S., Box 115.

**WORCESTER.**

*Allied Printing Trades Council.* Labor Temple, 62 Madison St.; 3d Sun.; Laurence M. Collamere, Pres., Worcester Telegram Office; W. H. Sullivan, S. T. and B. A., 15 Wachusett St., Tel. 3471 J.

**WORCESTER — Con.**

*Building Trades Council.* Labor Temple, 62 Madison St., Tel. Park 6821; 2d and 4th Wed.; William A. Rossley, S. and B. A.

*Carpenters District Council.* Labor Temple, 62 Madison St., Tel. Park 6821; 2d and 4th Mon.; Albert J. Gagnon, F. S., 119 Lamartine St.; Oliver E. Jonah, B. A., 42 Bellevue St.

*Central Labor Union.* Labor Temple, 62 Madison St., Tel. Park 6821; 1st and 3d Wed.; Wm. J. Guilfoyle, Pres., 32 Pattison St.; James E. Heffron, S., P. O. Box 885.

*Women's Trade Union League.* Labor Temple, 62 Madison St.; 1st and 3d Thurs.; Mrs. Ida E. Lombard, Pres., 2 Hudson St.; Miss Mary Tucker, S., 43 Freeland St.

## IV. LOCAL TRADE UNIONS.

In the following presentation appear the names of the local trade unions arranged alphabetically by cities and towns. Most of the local unions are affiliated with national federations, but a few are entirely independent of any other labor organization. The names of the central labor unions and councils are given in Division III of the directory immediately preceding this division. In every case where the information could be obtained the following facts are given for each union: Name of union, place of meeting, time of meeting, name and address of secretary, name and address of business agent, or, lacking these addresses, the name and address of some other officer authorized to conduct correspondence for the local. Where no address is given for an officer named, he may be addressed at the place of meeting.

**Abington.**

- Boot and Shoe Workers No. 371* (Mixed). Cleverly Hall, 402 North Av., N. Abington; 1st and 3d Thurs.; William P. Markey, S. T. and B. A., Box 205, N. Abington.
- Letter Carriers: Branch No. 1161.* Charles L. Burnham, R. S., 28 Clark St.

**Adams.**

- Barbers No. 250.* Lacy's Barber Shop, Park St.; last Tues.; Pierce E. Cassidy, F. S., 137 Commercial St.
- Bartenders No. 291.* Greylock Blk.; 1st Sun.; James Kiley, S., Greylock House.
- Beamers and Tapers No. 576.* Caledonian Hall, Columbia St.; last Tues.; Fred A. Barschdorf, R. S., 170 Columbia St.
- Carpenters No. 395.* Herman Hall, 730 Spring St.; 2d and 4th Mon.; Charles D. Briggs, R. S.; C. W. Wells, B. A.
- Letter Carriers: Branch No. 615.* Post Office Bldg.; 1st Mon.; John H. Hanion, S., 1 Mooney Av.
- Loomfixers No. 132.* Foresters Hall, Richmond Bldg., Center St.; 1st and 3d Fri.; William J. Bennett, R. S., 82 Columbia St.
- Mule Spinners* (Cotton). Turners Hall, N. Summer St.; 2d Tues.; Henry Reid, C. and F. S., 16 Richmond St.
- Renfrew Weavers Association.* Caledonian Hall, Columbia St.; 2d Thurs.; Herman J. Hilse, R. S., 145 Bellevue Av.
- Textile Industrial No. 16.* Last Thurs.; Frank Lord, S. T., 31 Temple St.
- Weavers No. 2* (Renfrew Mill). Harry B. Miner, S., 65 Center St.
- Weavers No. 4* (Polish). Polish Hall, Hoosac St.; 1st Tues.; Charles S. Krol, R. S., 15 Hilbert St.

**Amesbury.**

- Carpenters No. 1452.* A. O. U. W. Hall, Water St.; 1st and 3d Wed.; Henry F. Cherry, B. A., 54 Clinton St.
- Hat Finishers Association No. 3.* U. S. Wool. Monomack Yacht Club, Merrimac St.; 1st Wed.; John J. Flanagan, R. S., 2 Walker Av.
- Letter Carriers: Branch No. 77.* Federal Bldg.; 2d Tues.; R. C. Mains, S.

**Amesbury — Con.**

- Metal Polishers, Buffers, and Platers No. 47.* A. O. U. W. Hall, Water St.; 1st Fri.; Charles Moisan, R. S., Whitehall Rd.; Wilfred E. Moody, F. S. and T., 16 Belmont St.
- Street and Electric Railway Employees No. 785.* Elm St.; 1st Thurs.; Frank M. Maguire, S., 18 Woodland St., Newburyport.

**Amherst.**

- Carpenters No. 1503.* Record Bldg., Printing House Sq.; 2d and 4th Fri.; Daniel C. Moriarty, F. S. and B. A., Lincoln Bldg., Main St.
- Letter Carriers: Branch No. 592.* E. M. Dickinson, S.
- Painters No. 389.* Carpenters Hall, Post Office Sq.; 1st and 3d Mon.; Arthur E. Messier, R. S., R. F. D. No. 2, Box 71.

**Andover.**

- Flax Dressers No. 854.* Peter O'Hare, Pres., 2 Brechlin Ter.

**Arlington.**

- Carpenters No. 831.* G. A. R. Hall, Massachusetts Av.; 1st and 3d Thurs.; William C. Balsor, S. T., 205 Forest St.; John Cogill, B. A., 27 Glen Ct., Malden.
- Town Employees No. 837.* Hibernian Hall, Chestnut St.; last Fri.; John J. Donahue, S., 114 Warren St.

**Ashburnham.**

- Machinists No. 20.* Fairbanks Hall, Main St.; 2d and 4th Thurs.; John R. Briggs, Pres., Box 179.

**Athol.**

- Barbers No. 623.* 28 Exchange St.; last Tues.; John L. Moushure, S., 252 South St.
- Bartenders No. 87.* Union Hall, Cook's Blk.; 1st Sun.; Chas. J. Bates, S. T., 487 Main St.
- Bricklayers, Masons, and Plasterers No. 56.* Cook's Blk., 487 Main St.; 1st Thurs.; Arthur E. Tyler, C. S., 66 Beech St.
- Carpenters No. 1059.* Lyric Hall, Exchange St.; 2d and 4th Wed.; Arthur L. Twichell, R. S., 150 Prospect St.

Local Trade Unions.

**ATHOL** — Con.

*Letter Carriers: Branch No. 600.* R. F. Rowe, S. Musicians Protective No. 287. Musicians Hall, 96 Exchange St.; 1st Sun.; Frank E. Weaver, S., 407 Pequigo Av.  
*Typographical No. 687.* (See Greenfield.)

**ATTLEBORO.**

*Bricklayers, Masons, and Plasterers No. 26.* Emmet Hall, Park St.; 4th Wed.; Charles H. Stafford, F. S., 276 Oak Hill Av.  
*Carpenters No. 327.* 48 S. Main St.; Tues.; Ernest E. Noyes, R. S., 60 Garden St.; T. Malo, B. A., 24 N. Main St., Pawtucket, R. I.  
*Jewelry Workers No. 18.* Brownell Hall, 15 Railroad Av.; Sun.; James H. Crowell, F. S., 85 Park St.  
*Letter Carriers: Branch No. 441.* 79 Park St.; 2d Mon.; Clarence E. Merriam, S., 29 Pleasant St.  
*Musicians Protective No. 457.* 40A S. Main St.; 1st Sun.; Arthur A. Guild, S., 12 Olive St.  
*Plumbers and Steamfitters No. 239.* Briggs Bld.; 1st Mon.; J. L. Slattery, F. S., 25 E. Fourth St.  
*Street and Electric Railway Employees No. 22.* (See Worcester.)

**AVON.**

*Boot and Shoe Workers No. 275 (Mixed).* Enterprise Hall; 1st and 3d Fri.; Minot A. Burrell, S. and B. A., Box 556, Randolph.

**AYER.**

*Barbers No. 805.* Eagle Hall; 2d Wed.; Joseph W. Paquet, F. S.  
*Railway Carmen No. 1004 (Camp Devens).* Eagle Hall, W. Main St.; 2d Tues.; Ralph O. Jenkins, R. and F. S., P. O. Box 738.

**BARRE.**

*Wool Sorters No. 4.* (South Barre). Baseball Club House, High Plains; 1st Fri.; Thomas Sherlock, S, Box 145, S. Barre.

**BEVERLY.**

*Bricklayers, Masons, and Plasterers No. 40.* Lasters Hall, Cabot St. cor. Railroad Av.; 1st and 3d Tues.; Edmund A. Upton, R. and C. S., 6 Magnolia St.  
*Carpenters No. 378.* Atlantic Hall, Cabot St.; Fri.; R. W. Wallace, R. S., 153 Cabot St.; Louis E. Dumas, B. A., 71 Washington St., Salem.  
*City Employees No. 378.* Lasters Hall, 116 Cabot St.; 1st and 3d Wed.; John J. Galvin, R. S., 42 Roundy St.; H. L. Goldsmith, F. S., 34 Central St.  
*Electrical Workers No. 259.* (See Salem.)

**BEVERLY** — Con.

*Lasters No. 12 (U. S. W.).* Cor. Railroad Av. and Cabot St.; Fri.; T. J. Buckley, B. A., 176 Essex St., Salem.  
*Letter Carriers: Branch No. 555.* Manchester Unity Hall, 222 Cabot St.; 1st Fri.; George E. Knowles, S., 37 Rowell Av.  
*Painters, Decorators, and Paperhangers No. 833.* Burnham Hall, Cabot St.; every Thurs.; Thomas D. MacKenzie, R. S., Hotel Bailey.  
*Plumbers No. 138.* (See SALEM.)  
*Stockfitters No. 29 (U. S. W.).* (See SALEM.)  
*Turn Workmen No. 6 (S. W. P.).* 129 Cabot St.; Fri.; S. J. Pothier, S., 47 Locust St., Haverhill; Joseph Goyette, B. A.

**BOSTON.**

*Apartment House Janitors and Choremen.* (See Janitors and Choremen No. 14936.)  
*Artificial Stone and Asphalt Workers No. 534.* 386 Harrison Av.; 1st and 3d Fri.; John Carroll, B. A.  
*Asbestos Workers.* (See Insulators and Asbestos Workers No. 6.)  
*Bakers No. 7.* Wells Memorial Hall, 987 Washington St.; 2d and 4th Sat.; Patrick J. Leonard, F. S. and B. A.  
*Bakers No. 45 (Hebrew).* Wells Memorial Hall, 987 Washington St.; 2d and 4th Fri.; Bernard Reisman, S., 107 Brunswick St., Dor.; Israel Freedman, B. A., 161 Howard Av., Rox.  
*Barbers No. 182.* Washington Hall, 995 Washington St.; 1st and 3d Tues.; James Lucey, C. and F. S.; Joseph F. Donovan, B. A.  
*Barbers No. 666 (Italian).* 170 Hanover St.; 1st Thurs.; Hugo Baldi, F. S., 43 Portland St.  
*Bartenders No. 77.* 386 Harrison Av.; 2d Sun.; John W. Conley, S. T., 183 Court St.; Richard W. Garrity and Thomas H. Gerraughty, Bus. Agts.  
*Bath Department Employees No. 15456.* Phoenix Hall, 724 Washington St.; 2d Sun.; Henry W. Walter, T., 4 Noble Ct., E. B.  
*Ben Franklin Assembly No. 5463 (Sanitary and Street Cleaning Department Employees).* Deacon Hall, 1651 Washington St.; 2d and 4th Sun.; James Keenan, R. S., 20 Merrill St., Dor.; George W. Pelham, B. A., 228 Tremont St.  
*Bevelers and Polishers No. 704.* Glass (Painters). Naomi Hall, 724 Washington St.; 1st and 3d Tues.; John E. Stack, R. S., 29 Valley St., Everett.  
*Bill Posters and Billers No. 17.* Machinists Hall, 694 Washington St.; 3d Sun.; Richard M. Armstrong, F. S., 32 Arlington Av., Revere; D. F. Spellman, B. A., 16 Dore St.  
*Blacksmiths and Helpers No. 105.* 995 Washington St.; 1st and 3d Sun.; J. W. Sullivan, R. S., 62 Monument St., Chsn.; P. J. McGarry, B. A., 696 Washington St.

<sup>1</sup> Abbreviations for Sections of Boston: Alls. for Allston; Br., Brighton; Chsn., Charlestown; Dor., Dorchester; E. B., East Boston; H. P., Hyde Park; J. P., Jamaica Plain; Mat., Mattapan; Nep., Neponset; Ros., Roslindale; Rox., Roxbury; S. B., South Boston; W. Rox., West Roxbury.

## Local Trade Unions.

## BOSTON — Con.

- Blacksmiths: Essex Lodge No. 499.* Ashland Hall, 92 Leverett St.; 4th Fri.; W. J. Wallace, R. S., 74 Newburn Av., Medford; Findlay MacKenzie, B. A., 29 Teele Av., W. Somerville.
- Boiler Makers No. 115.* Finnegan Hall, 1392A Dorchester Av.; 2d and 4th Sun.; Albert G. Clifton, C. S. and B. A., 9 Pleasant St., Dor.
- Boiler Makers No. 250.* Naomi Hall, 724 Washington St.; 3d Fri.; Harry J. Rapley, C. and F. S., 3 Mark St., Rox.
- Boiler Makers: Norwood Lodge No. 281.* (See Norwood.)
- Boiler Makers, Iron Ship Builders and Helpers No. 304.* Hibernian Hall, Union St., Chsn.; 1st and 3d Mon.; James E. Mason, F. S., 31 Martin St., Medford.
- Boiler Makers: University City Lodge No. 515.* Swartz Hall, 92A Leverett St.; 1st and 3d Fri.; J. W. Muise, F. and C. S., 183 Wyoming Av., Melrose.
- Boiler Makers No. 585.* Phoenix Hall, 724 Washington St.; 1st and 3d Mon.; Daniel B. McInnis, R. and C. S., 288 Marginal St., E. B.; Richard McGee, B. A., 34 Hecla St., Dor.
- Bookbinders No. 16.* Paine Memorial Hall, Appleton St.; 1st Tues.; Frank H. Callahan, R. S., 354 Old South Bldg.
- Bookbinders No. 56.* Elks Hall, Hayward Pl.; 2d Fri.; Miss Mary G. Morley, R. S., 20 Polk St., Chsn.; Miss Mary E. Meehan, B. A., Rm. 730A Old South Bldg.
- Boot and Shoe Workers No. 229 (Mixed).* Dwight Hall, 514 Tremont St.; 2d and 4th Thurs.; F. E. Cook, B. A., 528B Tremont St.
- Boot and Shoe Workers No. 308 (Leather Handlers).* Blatchford Hall, 987 Washington St.; 4th Sun.; William H. Mahar, F. S., 62 W. Selden St., Dor.
- Boot and Shoe Workers No. 512 (E. B.).* Meridian Hall, 163 Meridian St., E. B.; 1st Wed.; Miss Jennie Johnson, S. T., 218 Columbus Av.
- Bottlers and Drivers.* (See *Brewery Workmen No. 122.*)
- Bottle Sorters and Washers No. 15292.* 1 Causeway St.; 2d and 4th Sat.; Abraham Aronowitz, F. S., 233 Magnolia St., Dor.; Max Hamlin, B. A.
- Brass Molders and Brass Coremakers.* (See *Molders No. 468.*)
- Brewery Workmen No. 14.* Arbeiter Hall, 24 Amory Av., Rox.; 1st and 3d Sun.; Konrad Young, S. and B. A., 1117 Columbus Av., Rox.
- Brewery Workmen No. 29.* Hibernian Hall, 184 Dudley St.; 2d Sun.; William E. Ward, S. T. and B. A., 1117 Columbus Av., Rox.
- Brewery Workmen No. 122 (Bottlers and Drivers).* Kossuth Hall, 1095 Tremont St.; 2d Sun. and 4th Fri.; Michael J. Hines, S. and B. A., 1117 Columbus Av., Rox.
- Bricklayers Benevolent and Protective No. 3.* Building Trades Sec. Hall, 386 Harrison Av.; Thurs.; Henry G. Saunders, C. S., 546 Sixth St., S. B.; John T. Walsh, B. A.

## BOSTON — Con.

- Bricklayers No. 27.* Boston Hall, 1096 Tremont St.; 1st Tues.; Joseph A. Gleason, R. S., 1485 Tremont St., Rox.; John T. Walsh, B. A., 386 Harrison Av.
- Bridge and Structural Iron Workers.* (See *House-smiths and Bridgemen No. 7.*)
- Bridgemen No. 243 (Navy Yard Riggers).* Mishawum Hall, Chsn.; 2d and 4th Wed.; C. S. Prescott, R. S., 69 Myrtle St., Somerville.
- Bridge Tenders No. 12333.* St. Andrews Hall, 987 Washington St.; 4th Thurs.; Francis F. Morse, F. S. T., 16 Mystic St., Chsn.
- Building Laborers.* (See *Hod Carriers and Building Laborers.*)
- Cable Spliers.* (See *Electrical Workers No. 396.*)
- Can Makers No. 1002.* Shapiro Hall, 38-40 Causeway St.; 1st and 3d Fri.; Felix Bock, R. S., 1043 Washington St.; M. Sklow, B. A., 44A Joy St.
- Cap Cutters and Blockers.* (See *Cloth Hat and Cap Makers No. 38.*)
- Cap Finishers, Trimmers and Packers.* (See *Cloth Hat and Cap Makers No. 29.*)
- Car Workers.* (See *Railroad Workers.*)
- Car and Locomotive Painters.* (See *Painters No. 338.*)
- Cargo Hoisters and Operators.* (See *Steam Engineers No. 4A.*)
- Carmen.* (See *Railway Carmen.*)
- Carpenters No. 33.* 987 Washington St.; Mon.; Benjamin Rounds, R. S., 21 Astor St., Suite 23.
- Carpenters No. 67.* Hibernian Hall, 184 Dudley St.; Wed.; William D. McIntosh, R. S., 9 Wendover St., Dor.
- Carpenters No. 218 (East Boston).* Central Bldg., 18 Central Sq., E. B.; Tues.; William N. Thornton, R. S., 429 Chelsea St., E. B.
- Carpenters No. 102 (Bridge and Building).* (See *FRANKLIN.*)
- Carpenters No. 386 (Dorchester).* Arcadia Hall, 204 Adams St., Dor.; Tues.; L. J. Gillis, R. S., 2 Ainsley St., Dor.
- Carpenters No. 394 (Cigar Box Makers).* Sarsfield Hall, Hibernian Bldg., Dudley St.; 4th Thurs.; Walter C. Wells, R. S., 4 Downer Ct., Dor.
- Carpenters No. 547.* 30 Hanover St.; Fri.; Evald Thulin, F. S.
- Carpenters No. 802 (Hyde Park).* Lyric Hall, Everett Sq., H. P.; Wed.; James MacNaught, R. S., 985 River St., H. P.
- Carpenters No. 889 (Brighton).* Woods Hall, Market St., Br.; Fri.; Peter Halloran, R. S., 11 Chestnut Hill Av., Br.
- Carpenters No. 938 (West Roxbury).* Fairview Hall, 33 Poplar St., Rox.; Tues.; Norman R. McLeod, R. S., 33 Poplar St., Ros.; James M. Gauld, B. A., 178 Washington St., Brookline.
- Carpenters No. 954 (Hebrew).* 15 Leverett St.; Mon.; S. Barischoff, F. S., 118 Shurtliff St., Chelsea.
- Carpenters No. 959 (Mattapan).* Road Club Hall, Mattapan Sq.; James T. Coulter, R. S., 215 W. Seldon St., Mat.



Local Trade Unions.

BOSTON — Con.

*Carpenters No. 1096* (Floorlayers). 987 Washington St.; Tues.; John McNeil, R. S., 11 Whitney Pk., Mat.; B. L. Baker, F. S., 1117 Main St., Melrose Hlds.

*Carpenters No. 1393* (Wharf and Bridge). 30 Hanover St.; Mon.; Joseph Baldwin, R. S.; Seymour Coffin, B. A.

*Carpenters No. 1643* (Car Builders, N. Y., N. H. & H. R.R.). (Hyde Park). 694 Washington St.; 2d Thurs.; Sinclair Cormack, S., 11 Lockwood St., H. P.

*Carpenters No. 1573* (Stair Builders). 30 Hanover St.; 2d and 4th Wed.; George E. Haskins, R. S., 89 Willett St., Wollaston.

*Carpenters No. 1671* (Ship) (East Boston). 19 Border St., E. B.; Tues.; Frank Winsor, R. S., 69 Falcon St., E. B.; Richard E. H. Ebsary, F. S., 7 Harvard St., Chsn.

*Carpenters No. 2501*. Paine Memorial Hall, Appleton St.; 1st and 3d Mon.; Charles Jolley, F. S., 75 Waverly St., Everett.

*Carpenters No. 2502*. Lusitania Hall, 162 Hanover St.; 1st and 3d Mon.; D. T. Jardine, S. T., Box 42, N. Stoughton.

*Carpenters No. 2503*. Opera House, Dudley St.; alt. Fri.; John Fletcher, S., 288 Fuller St., Dor.

*Carpet Mechanics*. (See *Upholsters No. 109*.)

*Carpet Weavers No. 721*. Mrs. Agnes Dickey, S., 219 Hamilton St., Dor.

*Carriage Drivers and Chauffeurs*. (See *Teamsters No. 126*.)

*Carriage, Wagon, and Automobile Workers No. 9*. 987 Washington St.; 2d and 4th Wed.; Austin P. Kaveney, R. S. and B. A.

*Cemetery Department Employees No. 250*. 987 Washington St.; 4th Thurs.; George J. Duffy, R. S., 552 Hyde Park Av., Rox.

*Chauffeurs and Teamsters*. (See *Teamsters*.)

*Cigar Box Finishers No. 15333*. Social Hall, 1165 Tremont St.; 2d Fri.; Miss Elizabeth Regan, R. S., 14 Sarsfield St., Rox.

*Cigar Box Makers*. (See *Carpenters No. 394*.)

*Cigar Factory Tobacco Strippers No. 8166*. 995 Washington St.; 2d Mon.; Miss Agnes Gallagher, R. S., 408 Columbia St., Cambridge.

*Cigar Makers No. 97*. Investigator Hall, 11 Appleton St.; 2d and 4th Fri.; Henry Abrahams, S.

*City Chauffeurs*. (See *Teamsters No. 60*.)

*City Firemen*. (See *Fire Fighters No. 19*.)

*Civil Engineers and Inspectors No. 16347*. 3 Boylston Pl.; 1st and 3d Mon.; Leo S. Stone, S., 108 Waumbeck St., Rox.

*Civil Service Civil Engineers No. 15673*. Hayward Chambers, Hayward Pl.; 4th Thurs.; Herbert L. Patterson, R. S., 1009 City Hall Annex; John P. Crotty, F. S., 10 Prospect St., Chsn.

*Clerks*. (See *Railway Clerks and Retail Clerks*.)

*Cloak Makers*. (See *Garment Workers No. 56, Ladies*.)

*Cloth Hat and Cap Makers No. 7* (Operators). 724 Washington St.; Sat.; Nathan Cohen, 73 Campbell Av., Revere; J. Linden, B. A., 323 Spruce St., Chelsea.

BOSTON — Con.

*Cloth Hat and Cap Makers No. 29* (Cap Finishers, Trimmers, and Packers). 724 Washington St.; 1st and 3d Sat.; Emily J. Granville, S., 172 Walnut Av., Rox.; Julius Linden, B. A., 323 Spruce St., Chelsea.

*Cloth Hat and Cap Makers No. 38* (Cap Cutters and Blockers). Naomi Hall, 724 Washington St.; 2d and last Mon.; H. W. Adleman, F. S., 51 Holyoke St., Malden.

*Cloth Hat and Cap Makers No. 49, United* (Millinery Wholesale). Israel Levy, S., 124 Greenwood St., Dor.

*Clothing Cutters and Trimmers*. Hayward Assembly Rooms, 24 Hayward Pl.; 2d Tues.; Joseph F. Barry, Pres. and B. A., 37 Lindsey St., Dor.

*Clothing Workers No. 1, Amalgamated* (Coat Makers). 885 Washington St.; Tues.; Samuel Albert, S. T.; S. Zorn, Bus. Mgr.

*Clothing Workers No. 25, Amalgamated* (Custom Tailors). 93 Staniford St.; Tues.; Samuel Albert, S. T., 885 Washington St.; S. Zorn, Bus. Mgr., 885 Washington St.

*Clothing Workers No. 149, Amalgamated* (Lithuanian). Lithuanian Hall, Cor. E and Silver Sts., S. B.; 2d and 4th Thurs.; Samuel Albert, S. T., 885 Washington St.; Samuel Zorn, Bus. Mgr., 885 Washington St.

*Clothing Workers No. 150, Amalgamated* (Overall Workers). 93 Staniford St.; 2d and 4th Wed.; Samuel Albert, S. T., 885 Washington St.; Samuel Zorn, Bus. Mgr., 885 Washington St.

*Clothing Workers No. 171, Amalgamated* (Coat and Piece Pressers). 885 Washington St.; Mon.; Samuel Albert, S. T.; S. Zorn, Bus. Mgr.

*Clothing Workers No. 172, Amalgamated* (Vest Makers). 93 Staniford St.; Mon.; Samuel Albert, S. T., 885 Washington St.; S. Zorn, Bus. Mgr., 885 Washington St.

*Clothing Workers No. 173, Amalgamated* (Pants Makers). Academy Hall, 15 Leverett St.; Wed.; Samuel Albert, S. T.; S. Zorn, Bus. Mgr.

*Clothing Workers No. 267, Amalgamated* (Sheepskin Coat Makers). Naomi Hall, 724 Washington St.; 1st and 3d Wed.; W. Crossland, S., 81 Liberty St., Lynn; S. Zorn, Bus. Mgr., 885 Washington St.

*Coal Handlers*. (See *Longshoremen No. 331*.)

*Coal Hoisting Engineers*. (See *Steam Engineers No. 74*.)

*Coal Teamsters and Helpers*. (See *Teamsters No. 68*.)

*Coat and Piece Pressers*. (See *Clothing Workers No. 171, Amalgamated*.)

*Coat Makers*. (See *Garment Workers No. 1, United, and Clothing Workers Nos. 1, 149 and 267, Amalgamated*.)

*Commercial House Janitors and Watchmen*. (See *Janitors and Watchmen No. 16908, Commercial House*.)

*Commercial Portrait Artists No. 15296*. Wells Memorial Bldg., 987 Washington St.; August Vobis, S. T.; 114 Spring St., Medford.

## Local Trade Unions.

## BOSTON — Con.

*Commercial Telegraphers No. 4.* Youngs Hotel; 2d Sun.; J. F. Barry, S. T., 45 Draper Av., Arlington.

*Compositors.* (See *Typographical No. 13.*)

*Compressed Air and Foundation Workers.* (See *Hod Carriers and Building Laborers No. 64.*)

*Cooks and Stewards.* (See *Marine Cooks and Stewards Association.*)

*Coopers No. 58* (Tight Bbl.) (Not including brewery work). 97 Washington St., North; 2d Wed.; John E. Kelly, S., P. O. Box 63, Franklin Park.

*Coopers No. 59* (Brewery). Schiller Hall, 1095 Tremont St.; 3d Mon.; James J. Doyle, S., 615 South St., Ros.

*Coppersmiths No. 92.* Unity Hall, 724 Washington St.; 1st and 3d Wed.; John J. Cullen, R. and C. S., 19 Carlisle St., Cambridge; Harry Snarberg, B. A., 26 Walter St., Somerville.

*Coremakers.* (See *Molders and Coremakers No. 468, Brass.*)

*Custom Tailors.* (See *Clothing Workers No. 25.*)

*Cutters.* (See *Shoe Workers No. 73, U. S. W.*)

*Cutters and Trimmers.* (See *Garment Workers No. 98, United.*)

*Department Store Drivers and Chauffeurs.* (See *Teamsters No. 394.*)

*Dock Freight Handlers.* (See *Longshoremen Nos. 809 and 822.*)

*Dry Goods Clerks.* (See *Retail Clerks No. 796.*)

*Egg Inspectors No. 16167.* Different halls; alt. Mon.; George Katz, S., 21 Auburn St.

*Electrical Workers No. 1A.* (See *Telephone Operators.*)

*Electrical Workers No. 8A* (Clerical Employees). Pilgrim Hall, 14 Beacon St.; 1st and 3d Mon.; Miss M. M. Burke, B. A., Rm. 405 Old South Bldg.

*Electrical Workers No. 103* (Inside Wiremen). 987 Washington St.; Wed.; Executive Board meets Mon.; John J. Fennell, S. T.; John J. Smith and John Queaney, Bus. Agts.

*Electrical Workers No. 104.* Dexter Hall, 987 Washington St.; Wed.; John A. McGarry, B. A., 42 E. Central St., Natick.

*Electrical Workers No. 142* (Telephone Installers). Dexter Hall, 987 Washington St.; Fri.; John A. Donoghue, F. S. and B. A., Rm. 435, Old South Bldg.

*Electrical Workers No. 202* (Clerical Employees). O'Reilly Hall, 184 Dudley St., Rox.; 1st and 3d Mon.; William C. Crane, R. S., 57 Mt. Vernon St., Braintree.

*Electrical Workers No. 396* (Cable Splicers). Wells Memorial Hall, 987 Washington St.; 1st and 3d Wed.; Albert L. Dinsmore, R. S., 480 E. Seventh St., S. B.

*Electrical Workers No. 399* (Shop). 985 Washington St.; 2d and 4th Thurs.; H. M. Dooley, R. S., 114 Concord Av., Somerville; Miss Anna Herlihy, V. P., 114 Concord Av., Somerville.

*Electrical Workers No. 503* (Fixture Fitters and Hangers). 53 Hanover St.; 2d and 4th Tues.; Henry D. Cahill, B. A., 582 South St., Ros.

## BOSTON — Con.

*Electrical Workers No. 663* (Railroad). Swartz Hall, 92 Leverett St.; last Thurs.; Walter H. Chandler, R. S., Box 21, N. Billerica, Mass.

*Electrical Workers No. 717* (Shop). St. Andrews Hall, 987 Washington St.; 1st and 3d Tues.; P. J. McWilliams, F. S., 374 Warren St., Rox.

*Electrotypers No. 11.* Upper Hall, Hayward Assembly Rooms, 24 Hayward Pl.; 2d Thurs.; Malcolm T. McDonald, S., 72 Arlington St., W. Medford; Martin J. Casey, Pres. and B. Rep., 328 Centre St., Dor.

*Elevator Constructors No. 4.* 386 Harrison Av.; 2d and 4th Thurs.; William Rosborough, F. S., 20 Crocker St., Somerville; John C. MacDonald, B. A.

*Engineers.* (See *Locomotive Engineers and Steam Engineers.*)

*Engineers, Amalgamated Society of: Boston Branch No. 1097.* Wells Memorial Hall, 987 Washington St.; alt. Sat.; Samuel Heliewell, S., 27 Beech Glen St., Rox.

*Excavators, Sand, Brick, Stone, Lime, and Cement Teamsters.* (See *Teamsters No. 379.*)

*Federal Employees No. 25.* Roughan Hall, City Sq., Chsn.; 3d Thurs.; William J. Sleep, S., Customs Service, Long Wharf.

*Federal Labor No. 8217.* (See *Metropolitan Water Works Employees.*)

*Federal Labor No. 16354.* (See *Ship Yard Workers.*)

*Ferry Employees No. 625* (Gatemen). South Ferry, E. B.; 3d Wed.; James E. Green, S., 17 Sturbridge St., Mat.; Frank McGee, B. A.

*Fire Fighters No. 19.* Pilgrim Hall, 694 Washington St.; once a month, no special date; Fred J. Dobbratz, S., 943 Boylston St., Ladder Co. 15; J. C. Coleman, B. A., Engine No. 43.

*Fire Fighters No. 154.* Old Franklin School House, Washington St.; 2d Wed. (except June, July, Aug. and Sept.); Capt. J. V. Kelley, S., 84 Northampton St., Engine No. 23.

*Firemen and Enginemen.* (See *Locomotive Firemen and Enginemen.*)

*Fishermen's Union of the Atlantic* (Boston Branch). 202 Atlantic Av.; Tues.; William H. Brown, S.; Newman Shea, B. A.

*Fish Handlers No. 15773.* Fishermen's Hall, Atlantic Av.; 2d and 4th Sun.; Fred M. Harty, F. S., 1591 Dorchester Av., Dor.

*Fixture Fitters and Hangers.* (See *Electrical Workers No. 503.*)

*Floorlayers.* (See *Carpenters No. 1096.*)

*Foundry Employees No. 59.* Edward Gallagher, S., 50 Ellery St., S. B.

*Foundry Employees No. 64.* Roughan Hall, 16 City Sq., Chsn.; 2d Sun.; J. E. Murphy, F. S., 1550 Tremont St., Rox.

*Franklin Association No. 18* (Press Feeders and Helpers). Hayward Assembly Rooms, 24 Hayward Pl.; 2d Thurs.; Michael S. Cooney, S. T., 39 Court St.

*Freestone Cutters Association.* (See *Stone Cutters Association, Journeymen.*)

Local Trade Unions.

**BOSTON — Con.**

- Freight Clerks No. 358.* Tonti Hall, 327 E. St., E. B.; 4th Sun.; Daniel Desmond, S., 5 Belmont Sq., Somerville.
- Freight Foremen No. 4423: K. of L. (B. & M. R.R.).* Owls Hall, Main St., Chsn.; 2d Mon.; Ralph W. Jefferson, R. S., 25 Mountain Av., Cliftondale.
- Freight Handlers and Station Employees No. 397.* St. Andrews Hall, 987 Washington St.; 2d and 4th Sun.; Patrick Galvin, R. S., 20 Lawn St., Rox.
- Freight Handlers Assembly No. 628: K. of L. (N. Y., N. H. & H. R.R.).* St. Omer Hall, 376 Broadway, S. B.; 2d and 4th Sun.; Daniel F. Whelton, R. S., 175 Broadway, S. B.
- Freight Handlers No. 809, Dock.* (See Longshoremen No. 809.)
- Freight Handlers No. 822, East Boston Dock.* (See Longshoremen No. 822.)
- Fur Workers No. 30.* Pilgrim Hall, 694 Washington St.; 2d and 4th Sat.; Benjamin Lederman, B. A.
- Garment Cutters.* (See *Garment Workers No. 73, Ladies.*)
- Garment Workers No. 7 (Waterproof).* 38 Causeway St.; Mon.; D. Rally, Acting S.; Carl Cohen, Mgr.
- Garment Workers No. 12, Ladies (Skirt and Cloak Pressers).* Phoenix Hall, 724 Washington St.; Sat.; Maurice Greenwood, R. S., 56 Thornton St., Revere; Jacob White, B. A.
- Garment Workers No. 24, Ladies (Skirt and Dress-makers).* 724 Washington St.; Mon.; Joel Sayvetz, S.; Jacob White, B. A.
- Garment Workers No. 49, Ladies (Ladies' Waist Makers).* 919 Washington St.; 2d and 4th Mon.; Miss Judith Friedman, S. T.; Samuel Jacobson, Bus. Mgr.
- Garment Workers No. 56, Ladies (Cloak Makers).* 724 Washington St.; Mon.; Joel Sayvetz, S.; Jacob White, B. A.
- Garment Workers No. 73, Ladies (Garment Cutters).* 724 Washington St.; 2d and 4th Wed.; Joel Sayvetz, S.; Jacob White, B. A.
- Garment Workers No. 1, United (Coat Makers).* 133 Blackstone St.; 2d and 4th Tues.; Nathan Sidlofsky, B. A., 18 Boylston St.
- Garment Workers No. 98, United (Cutters and Trimmers).* 26 Hayward Pl.; 2d Tues.; Alexander J. Lanernan, R. S., 144 Norwell St., Grove Hall Sta.
- Garment Workers No. 163, United (Overall Workers).* Harmony Hall, 724 Washington St.; 1st and 3d Wed.; Miss Nettie Simons, R. S., 44 Stanwood St., Rox.; Thomas Healy, B. A., 9 Hudson St.
- Gasfitters, Fixture Fitters, and Hangers No. 175.* 386 Harrison Av.; 1st and 3d Mon.; Aloysius A. Marrin, R. S., 29 Carson St., Dor.; B. F. Andrews, F. S., 1413 Washington St.
- Gas Inspectors No. 15268.* Deacon Hall, 1651 Washington St.; 1st Thurs.; C. F. Snapp, S., 535 Seventh St., S. B.

**BOSTON — Con.**

- Gas Workers.* (See *Meter Workers No. 14502.*)
- Glaziers.* (See *Painters No. 1044.*)
- Glove Table Cutters No. 25.* 724 Washington St.; 1st Tues.; Konrad Schreffler, S., 354 E. 8th St., S. B.
- Gold Beaters No. 14937.* 724 Washington St.; 3d Fri.; Cecil A. Rose, R. S., 80 Park St., Medford; Clement Z. Zwack, F. S., 40 West St., Hyde Park.
- Granite Cutters: Boston Branch.* 724 Washington St.; 3d Thurs.; William McCartney, C. S., 53 Gates St., S. B.; Mortimer Sullivan, F. S., 38 Maywood St., Dor.
- Hardwood Finishers.* (See *Painters No. 1074 and Wholesale Hardwood Finishers.*)
- Harness Makers.* (See *Leather Workers on Horse Goods No. 42.*)
- Hat Trimmers Association.* 694 Washington St.; on call; Miss Kate L. Mullin, F. S., 53 Brookside Av., J. P.
- Hat Workers No. 14996, Ladies Straw and Velv.* 24 Hayward Pl.; 1st and 3d Tues.; Otto R. Warner, R. S., 10 Dillaway St.
- Hatters No. 6.* Wells Memorial Hall, 987 Washington St.; Leo B. McLaughlin, S., 45 Burrell St., Rox.; Charles Morris, Gen. Agt., United Hatters of America, P. O. Box 3, Essex St. Sta.
- Health Department Inspectors No. 16472.* Francis A. Berrigan, S., 21 Neponset Av.
- Highway Department Foremen No. 15506.* Dexter Hall, 987 Washington St.; 2d Fri.; James A. Guthrie, S. T., 36 H St., S. B.; James R. Crozier, B. A., 650 Albany St.
- Highway Department Workers No. 1.* Ruggles Hall, Ruggles St., Rox.; 2d and 4th Fri.; M. F. O'Brien, S., 307A Warren St., Rox.
- Highway Division Employees.* (See *Sub-foremen's Association.*)
- Hod Carriers and Building Laborers No. 64 (Compressed Air and Foundation Workers).* Wells Memorial Hall, 987 Washington St.; 1st and 3d Fri.; Fred Maloney, S. and B. A., '29 Dover St.
- Hod Carriers and Building Laborers No. 154 (Plasterers' Tenders).* Hibernian Bldg., 184 Dudley St.; 1st and 3d Sun.; William Ganey, F. S., 14 Blue Hill Av.
- Hod Carriers and Building Laborers No. 209 (Italian).* 1 Wiget St.; 2d and 4th Sun.; Dominic Bonanno, F. S.; Salvatore Fantasia, B. A.
- Hod Carriers and Building Laborers No. 223.* 386 Harrison Av.; 1st and 3d Sun.; Michael Sullivan, F. S., 12 Ray St., Rox.
- Hod Carriers and Building Laborers No. 357.* (See *Mosaic Workers.*)
- Hoisting and Portable Engineers.* (See *Steam Engineers No. 4.*)
- Horse and Cattle Fitters.* (See *Longshoremen No. 937.*)
- Horseshoers No. 5 (Journeyman).* 987 Washington St.; 1st and 3d Mon.; John W. McDonald, R. S., 491 Massachusetts Av.

## Local Trade Unions.

## BOSTON — Con.

- Hotel and Restaurant Employees No. 34.* 1160 Washington St.; 2d Wed. and 4th Tues.; Christopher Lane, S. T.; John J. Kearney and John C. Lynch, Bus. Agts.
- Hotel and Restaurant Employees No. 77.* (See *Bar-tenders No. 77.*)
- Hotel and Restaurant Employees No. 112* (Waitresses). Waiters Hall, 1160 Washington St.; 2d Thurs. and 4th Sun.; Miss Bessie C. Irving, S. and B. A.
- House and Ship Painters.* (See *Painters No. 402.*)
- Housesmiths and Bridgemen No. 7, United.* 987 Washington St.; Mon.; Humphrey B. Sullivan, R. S., 35 E. Canton St.; Leonard B. Chadwick, B. A.
- Industrial Workers.* (See *Workers International In-dustrial Union No. 121.*)
- Inside Wiremen.* (See *Electrical Workers, No. 103.*)
- Inspectors No. 15833, City* (Sanitary and Street Cleaning). Brodbine Hall, cor. of Washington and Beach Sts.; 3d Sun.; Joseph Connell, R. S., 23 Elmore St., Rox.; George J. McDonnell, S. T., 27 Mercer St., S. B.
- Insulators and Asbestos Workers No. 6.* 694 Wash-ington St.; 1st and 3d Wed.; E. A. Johnson, C. S. and B. A., 386 Harrison Av.
- Iron Molders.* (See *Molders No. 106.*)
- Janitors Association* (Public Schools). 67 Warren St.; 2d and 4th Sat. (except July and Aug.); William M. Kendrick, S. T., 1165 Hyde Park Av., H. P.
- Janitors and Choremen No. 14936* (Apartment Houses). 995 Washington St.; 1st and 3d Thurs.; William Buckman, R. S., 24 Eustis St., Brookline.
- Janitors and Watchmen No. 15908, Commercial House.* 695 Washington St.; 1st and 3d Mon.; George H. Young, R. S., 130 Massachusetts Av., Lexing-ton; William H. Hill, B. A., 78 E. Newton St.
- Jewelry Workers No. 3.* 724 Washington St.; 2d and 4th Wed.; Henry J. Moynihan, F. S., 5 Bromfield St., Room 56.
- Ladies Garment Cutters.* (See *Garment Workers No. 73, Ladies.*)
- Lamplighters No. 11943.* Russell Hall, 1651 Wash-ington St.; 1st Mon.; William P. Carpenter, R. S., 71 Spring Park Av., J. P.
- Lathers No. 72* (Wood, Wire, and Metal). Blatch-ford Hall, 987 Washington St.; Wed.; Edward N. Kelley, F. S. and B. A., 85 Glen St., Somer-ville.
- Laundry Wagon Drivers.* (See *Teamsters No. 650.*)
- Laundry Workers No. 66.* St. Andrews Hall, 987 Washington St.; 2d and 4th Fri.; Mrs. Mary E. Moran, B. A., 74 Camden St.
- Leather Handlers.* (See *Boot and Shoe Workers No. 308.*)
- Leather Workers No. 32* (Travelers' Goods). 987 Washington St.; 2d and 4th Mon.; Minnie Goodman, F. S. T., 38 Waumbeck St., Rox.
- Leather Workers No. 42, United.* Unity Hall, 724 Washington St.; 1st and 3d Tues.; John Doran, S. T., 1 Grover St., Ros.

## BOSTON — Con.

- Letter Carriers: Branch No. 34.* Hotel Brewster, 19 Boylston St.; 2d Fri.; Daniel S. McCarthy, S., 2 Stanton Pl., Rox.
- Library Employees No. 16113.* 1st Tues.; Miss Mary A. Curley, S., Upham's Corner Branch Library; Michael McCarthy, Pres., 11 Chase St., Dor.
- Linemen.* (See *Electrical Workers No. 104.*)
- Lithographers of America, Amalgamated: Local No.* S. G. A. R. Hall, 59 Park St., Chelsea; 2d Fri.; Sylvester J. Whelan, Pres., 83 Leverett Av., Revere.
- Locomotive Engineers: Bay State Division No. 439.* (See *NEWTON.*)
- Locomotive Engineers: Boston Division No. 61.* New-comb Hall, cor. Broadway and Franklin St., Somerville; 2d and 4th Sun.; T. H. Vraden-burgh, S. T., 221 Boston Av., Medford Hillside; H. A. Twichell, B. A., 7 Water St.
- Locomotive Engineers: Old Colony Division No. 312.* America Hall, 724 Washington St.; 2d Sun. and 4th Tues.; C. E. Drew, S. T., 49 Central Av., S. Braintree.
- Locomotive Firemen and Enginemen: Boston Lodge No. 57.* John Winthrop Hall, 446 Tremont St.; 1st Sun. and 3d Thurs.; Frank S. Mahler, Local Chn., 3 Montvale St., Ros.
- Locomotive Firemen and Enginemen: Pilgrim Lodge 719* (B. & A. R.R.). Odd Fellows Hall, New-tonville; 1st and 3d Sun.; H. E. Grant, R. S., Rear 141 Everett St., Alls.; Lee Rogers, B. A., 12 Bigelow St., Br.
- Locomotive Repairers.* (See *Machinists No. 391.*)
- Longshoremen No. 799: Daniel O'Connell Associates* (Charlestown). Roughan Hall, City Sq., Chsn.; 2d and 4th Sun.; Andrew G. Norander, R. and C. S., 255 Highland Av., Somerville.
- Longshoremen No. 800.* St. Michaels Hall, 193 Hanover St.; 2d and 4th Sun.; Enos Vargos, F. S., 23 Battery St.
- Longshoremen No. 805.* G. A. R. Hall, 140 Meridian St., E. B.; 2d and 4th Sun.; Thomas P. Rana-han, R. S., 153 Maverick St., E. B.
- Longshoremen No. 809* (Dock Freight Handlers). Owls Hall, 66 Main St., Chsn.; 1st and 3d Sun.; James Dacey, R. S., 179 Chelsea St.; William F. Dempsey, B. A., 7 Santuit St., Dor.
- Longshoremen No. 822* (East Boston Dock Freight Handlers). Hibernian Hall, 125 Havre St., E. B.; 2d Sun.; Jeremiah F. Murphy, R. S., 428 Chelsea St., E. B.
- Longshoremen No. 831* (Coal Handlers). 36 Medford St., Chelsea; 1st Sun.; Julius Troski, 40 Med-ford St., Chelsea; William F. Dempsey, B. A., 7 Santuit St., Dor.
- Longshoremen No. 917* (Coastwise Workers). Hi-bernian Hall, Union St., Chsn.; 1st and 3d Mon.; Charles A. Aizley, F. S., 3 Long Wharf; James J. Ryan, B. A., 16 Havre St., E. B.
- Longshoremen No. 926.* G. A. R. Hall, Meridian St., E. B.; 1st and 3d Mon.; William M. Finlay, Jr., S., 202 Fenno St., Revere.

Local Trade Unions.

BOSTON — Con.

- Longshoremen No. 937* (Horse and Cattle Fitters). 35 Orleans St., E. B.; 1st and 3d Thurs.; James L. Kelly, F. S., 102 L St., S. B.; Dennis F. Healey, B. A., 68 Charles St., Everett.
- Longshoremen No. 1077* (B. & M. R.R.). Hibernian Hall, Union St., cor. Lawrence, Chsn.; 2d and 4th Sun.; Denis McCarthy, R. S., 287 Charles St., Malden.
- Lumber Teamsters.* (See *Teamsters No. 369.*)
- Machinists No. 264.* Dexter Hall, 987 Washington St.; 1st, 2d, and 3d Thurs. and 4th Sun.; H. P. Grages, R. S., 186 L St., S. B.; John J. Connolly, B. A., 665 Washington St.
- Machinists No. 345* (Hyde Park). Central Hall; 2d and 3d Tues.; Edward F. Welsh, R. S., 21 Linwood St., H. P.
- Machinists No. 391* (Locomotive Repairers, N. Y., N. H. & H. R.R.). Neponset Hall, Everett Sq., H. P.; 4th Fri.; Wm. J. McGrath, R. S., 1574 River St., H. P.
- Machinists: Railroad Lodge No. 567.* Commercial Hall, 694 Washington St.; 2d and 4th Wed.; D. H. Cowell, R. S., 21 Monadnock St., Dor.
- Machinists No. 634: Bunker Hill Lodge* (Navy Yard). Mishawum Hall, 11 City Sq., Chsn.; 1st and 3d Fri.; Jerome F. Kenneley, R. S., Box 22, Chsn.; John L. Olsen, F. S., 26 Gove St., Medford Hillside.
- Machinists No. 1103* (East Boston Branch). Painters Hall, Liverpool and Decatur Sts., E. B.; Thurs.; Thomas Freeman, R. and C. S., 615 Bennington St., E. B.
- Machinists' Helpers No. 856, Railroad.* 694 Washington St.; 1st and 3d Fri.; Albert Fryette, S., 268 W. Fifth St., S. B.
- Machinists' Helpers No. 876* (Charlestown). Roughan Hall, City Sq., Chsn.; 1st and 3d Fri.; Thomas P. Breslin, Pres., 41 Franklin St., Somerville.
- Machinists' Helpers No. 914, Railroad* (N. Y., N. H. & H. R.R.). Commercial Hall, 694 Washington St.; 2d and 4th Wed.; Frank G. Moran, R. S., 12 Randolph Rd., Mat.; John J. Connelly, B. A., Rm. 403, 665 Washington St.
- Mailers No. 1* (Newspaper). Hayward Assembly Rooms, 24 Hayward Pl.; 2d Mon.; P. J. Collins, R. S., 35 Summit Av., Everett.
- Maintenance of Way Employees No. 80.* Swartz Hall, 92A Leverett St.; 2d Thurs. and 4th Sun.; Frank H. Christie, S. T., Findley St., Greenwood.
- Maintenance of Way Employees No. 86.* Hugh Gilligan, S., 127 Eustis St., Rox.
- Maintenance of Way Employees and Railway Shop Laborers No. 578: Boston Lodge.* 694 Washington St.; 4th Sat.; J. E. MacPhee, S. T., 74 Circuit Av., Newton Highlands.
- Maintenance of Way Employees No. 982.* 38 Causeway St.; 1st Sun.; T. W. Cassidy, S. T., 119 Park St.; E. F. Grable, B. A., 19 Buckminster St.
- Maintenance of Way Employees No. 1247.* John J. Lenihan, S., 11 Charles St., Somerville.

BOSTON — Con.

- Maintenance of Way Employees No. 1497* (Hyde Park). Arthur Brophy, S., 72 Providence St., H. P.
- Marble, Tile, Mosaic, Slate, and Stone Polishers, Rubbers and Sawyers No. 28.* 724 Washington St.; 1st and 3d Fri.; James Harrington, S.
- Marine Cooks and Stewards Association of the Atlantic and Gulf* (Boston Branch). 6 Long Wharf; Tues.; John A. Martin, S. and B. A.
- Marine Engineers Beneficial Association No. 59, Hub.* 88 Broad St., Rm. 316; Mon.; George H. Willey, R. and F. S.
- Marine Firemen, Oilers, and Water Tenders of the Atlantic and Gulf.* 196 Commercial St.; Mon.; John Olson, S. and B. A.
- Market and Commission House Teamsters.* (See *Teamsters No. 631.*)
- Masters and Mates of Ocean and Coastwise Steamers, Neptune Association of Licensed.* No meetings; Charles W. Luce, Agent, 84 State St.
- Mattress Makers No. 132.* Hebrew Trades Hall, 1 Causeway St.; 1st and 3d Tues.; Edwin E. Graves, B. A., 30 Hanover St.
- Meat Cutters and Butcher Workmen No. 278, Amalgamated.* (See CAMBRIDGE.)
- Meat Cutters and Butcher Workmen No. 163, Amalgamated.* 12 Eliot St.; 1st and 3d Sun.; John Dwyer, S., 180 N. Harvard St., Alls.
- Mercantile Engineers.* (See *Steam Engineers No. 263.*)
- Metal Polishers, Buffers and Platers No. 95.* 995 Washington St.; 1st and 3d Tues.; William Spratt, R. S., 37 Crescent Av., Dor.
- Meter Workers No. 14502* (Gas Workers). 18 Hayward Pl.; 4th Fri.; James H. Carey, R. S., 18 Foch St., N. Cambridge.
- Metropolitan Park Employees No. 100.* Elks Hall, 24 Hayward Pl.; 1st Sun.; Michael J. McCarthy, R. S., 91 Central Av., Medford.
- Metropolitan Water Works Employees No. 8217* (A. F. of L.). 987 Washington St.; 2d Thurs.; Patrick H. Flynn, R. S., 109 Malden St., Malden.
- Milk Wagon Drivers.* (See *Teamsters No. 380.*)
- Molders No. 106* (Iron and Steel). Washington Hall, 995 Washington St.; Mon.; Thomas F. Lee, C. R., 32 Tower St., Somerville; William John, B. A., 665 Washington St., Rm. 410.
- Molders and Coremakers No. 468* (Brass). Association Hall, 995 Washington St.; 2d and 4th Thurs.; Albert B. Walsh, C. R., 8 Humphrey St., Dor.; William John, B. A., 665 Washington St.
- Mosaic Workers No. 357* (Terrazzo Helpers). 141 Richmond St.; Luigi DePaoli, S., 138 Porter St., E. B.
- Moving Picture Operators No. 182.* Union Bldg., 116 Broadway; 1st and 3d Tues.; Arthur Hamilton, Pres., 92 Quincy Av., E. Dedham; John B. Williams, B. A., 90 Neponset St., Dor.
- Moving Picture Operators Assembly No. 3030* (K. of L.). On call; Clarence L. Tower, S., 24 Union Park.

## Local Trade Unions.

## BOSTON — Con.

*Municipal Employees.* (See under specific designations.)<sup>1</sup>

*Municipal Sewer Inspectors No. 15436.* Elks Assembly Rooms, 24 Hayward Pl.; 1st and 3d Thurs.; George A. Chase, R. S., 418 Ashmont St.; M. J. Dagle, B. A., 232 Hyde Park Av., J. P.

*Musicians No. 535.* 121 Kendall St.; 1st Sun.; Vernon R. Eaton, S. T., 7 Dodge St., Cambridge.

*Musicians Protective Assembly No. 1629* (K. of L.). Thomas H. Canning, Dist. S. T., 228 Tremont St., Boston.

*Musicians Protective Association No. 9.* 56 St. Bololph St.; 1st Thurs.; H. P. Liehr, S. T.

*Neckwear Cutters No. 15685, Men's.* F. E. Hull, R. S., 53 Bailey St., Dor. Ctr.

*Neckwear Workers No. 15200, Men's.* 665 Washington St.; 1st and 3d Tues.; Miss Anna Weinstock, S. and B. A.

*News Carriers (Jewish).* Philip Greenfield, S., 88 Poplar St.

*Newspaper Wagon Drivers, Chauffeurs and Helpers.* (See *Teamsters No. 259.*)

*Newsriters No. 1.* Rm. 606, Old South Bldg.; 1st Thurs.; John Weaver Sherman, S. and B. A., 40 Pemberton Sq.

*Office Building Cleaners No. 14693.* On call; 1st Wed.; Miss Katherine E. Leary, Pres., 266 Bowen St., S. B.

*Overall Workers.* (See *Clothing Workers No. 150, Amalgamated, and Garment Workers No. 163, United.*)

*Painters and Decorators No. 11.* Dexter Hall, 987 Washington St.; Tues.; John T. Cashman, R. S., 439 E. Third St., S. B.

*Painters, Decorators, and Paperhangers No. 258.* (See *Paperhangers No. 258.*)

*Painters No. 338* (Railway Equipment). Harmony Hall, 724 Washington St.; 1st and 3d Wed.; George Hendren, R. S., 1 Walnut St., E. Dedham; Charles E. Pindee, F. S., 84 Providence St., H. P.

*Painters No. 391* (Sign Writers). 12 Kneeland St.; 2d and 4th Mon.; John J. Lynch, S., 23A Gove St., Medford Hillside; John F. Welch, B. A., 35 Adams St., Medford Hillside.

## BOSTON — Con.

*Painters No. 402* (House and Ship) (East Boston). Painters Hall, 19 Decatur St.; Mon.; Arthur A. Downs, R. S., 22 Tyler St., Somerville; John Kean, F. S., 92 Meridian St., E. B.

*Painters, Decorators, and Paperhangers No. 655* (Hyde Park). Lyric Hall, Everett Sq., H. P.; 1st and 3d Fri.; Henry G. Gerritson, R. S., 90 Harvard Av., H. P.; Stephen J. Angleton, B. A., 6 Dewey St., Natick.

*Painters No. 704.* (See *Beetlers and Polishers No. 704, Glass.*)

*Painters, Decorators, and Paperhangers No. 798.* Roughan Hall, City Sq., Chsn.; 1st and 3d Fri.; F. Joseph Pease, S., 94 Pennsylvania Av., Somerville.

*Painters No. 939* (Dorchester). Arcadia Hall, 204 Adams St., Dor.; 2d and 4th Wed. (Summer months) and 4th Wed. (Winter months); James E. Gammon, F. S., 22 Leroy St., Dor.

*Painters No. 1044* (Glaziers). Pilgrim Hall, 694 Washington St.; Mon.; John M. Wright, R. S., 240 Sixth St., S. B.; Joseph Farren, B. A., 96 Monument St., Chsn.

*Painters No. 1074* (Hardwood Finishers). 30 Hanover St.; 2d and 4th Wed.; George T. Chanter, R. S., 78 Summer St., Somerville.

*Pants Makers.* (See *Clothing Workers No. 173, Amalgamated.*)

*Paperhangers No. 258.* Harmony Hall, 724 Washington St.; Mon.; Walter G. Hall, R. S., 34 Juniper St., Rox.

*Park and Recreation Department Employees No. 15906* (Women). Russell Hall, 1651 Washington St.; 1st and 3d Fri.; Miss Nellie B. Solari, R. S., 322 W. Fourth St., S. B.; Miss Mary Murphy, B. A., 57 Olney St., Dor.

*Park and Recreation Departments Employees No. 16138.* Thomas F. Walsh, S., 128 Cushing Av., Dor.

*Park Department Employees No. 12435.* 987 Washington St.; 4th Sun.; John Kehone, R. S., 74 O St., S. B.

*Park Employees Assembly No. 7675* (K. of L.). 987 Washington St.; 1st Sun.; Thomas H. Canning, S. pro tem., 228 Tremont St.

<sup>1</sup> The several unions of employees in the service of the city of Boston are as follows:

Bath Department Employees No. 15456.  
 Ben Franklin Assembly No. 5463 (Sanitary and Street Cleaning Department Employees).  
 Bridge Tenders No. 12333.  
 Cemetery Department Employees No. 250.  
 Civil Engineers and Inspectors No. 16347.  
 Civil Service Civil Engineers No. 15673.  
 Ferry Employees No. 625 (Gatemen).  
 Fire Fighters No. 19.  
 Fire Fighters No. 154.  
 Highway Department Foremen No. 15506.  
 Highway Department Workers No. 1.  
 Inspectors No. 15833, City (Sanitary and Street Cleaning).  
 Janitors Association (Public Schools).  
 Lamplighters No. 11943.  
 Library Employees No. 16113.

Municipal Sewer Inspectors No. 15436.  
 Park Department Employees No. 12435.  
 Park and Recreation Department Employees No. 15906 (Women).  
 Park and Recreation Employees No. 16138.  
 Park Employees Assembly No. 7675 (K. of L.).  
 Pavers Assembly No. 1632 (K. of L.).  
 Paving Department Employees Assembly No. 9816 (K. of L.).  
 Public Works Department Employees Assembly No. 5490 (K. of L.).  
 Sub-Foremen's Association (Highway Division of the Public Works Department).  
 Teamsters No. 60 (City Chauffeurs).  
 Teamsters No. 149 (Sanitary and Street Cleaning Department Drivers and Helpers).

Local Trade Unions.

BOSTON — Con.

*Pattern Makers Association of Boston and Vicinity.* 724 Washington St.; Tues.; E. R. Smith, R. S., 26 Tremont St., Br.; True J. Andrews, B. A., 665 Washington St., Rm. 410.

*Parers No. 1, Independent.* Blatchford Hall, 987 Washington St.; 1st and 3d Thurs.; Philip F. McGinn, Pres. and B. A., 20 Adams Pl., Rox.

*Parers Assembly No. 1632* (K. of L.). On call; Thomas H. Canning, S. pro tem., 228 Tremont St.

*Parers, Rammers, Flaglayers, Stone Curb Setters and Asphalt Workers No. 115.* 987 Washington St.; Philip F. McGinn, S., 20 Adams Pl., Rox.

*Paving Cutters No. 169.* Alex. Meston, S., 571 Massachusetts Av.

*Paving Department Employees Assembly No. 9816* (K. of L.). Ruggles Hall, Ruggles St.; 2d and 4th Wed.; Thomas S. O'Toole, R. S., 62 Savin St., Rox.

*Photo-Engravers No. 3.* Elks Upper Hall, 24 Hayward Pl.; 3d Mon.; John F. Maguire, F. S. and B. A., 461 Medford St., Somerville.

*Piano and Furniture Movers and Helpers.* (See *Teamsters No. 343*.)

*Piano and Musical Instrument Workers No. 30.* Russell Hall, 1651 Washington St.; 2d Tues.; D. Brooks, F. S., 144 Minot St., Dor.

*Plasterers No. 10, Operative* (Plasterers and Cement Finishers). Appleton Hall, 9 Appleton St.; 1st and 3d Wed.; Robert Johnston, F. S., 6 Downer Ct., Dor.; J. P. Dobbs, B. A.

*Plasterers Tenders.* (See *Hod Carriers and Building Laborers No. 154*.)

*Plate Printers.* (See *Steel and Copper Plate Printers No. 3*.)

*Plate Engravers.* (See *Steel and Copper Plate Engravers No. 16040*.)

*Plumbers No. 12.* 987 Washington St.; Mon.; F. J. Donahoe, S. T.; William J. Flynn, B. A.

*Plumbers No. 175.* (See *Gas Fitters, Fixture Fitters, and Hangers No. 175*.)

*Plumbers No. 537.* (See *Steam Fitters No. 537*.)

*Portrait Artists.* (See *Commercial Portrait Artists No. 15296*.)

*Post Office Clerks No. 100.* Quincy House; 2d Sun.; Michael E. Sullivan, R. S., 74 Ossipee Rd., W. Somerville.

*Press Feeders and Helpers.* (See *Franklin Association No. 18*.)

*Printing Pressmen and Assistants.* (See *Web Pressmen No. 3*.)

*Printing Pressmen No. 67.* Hayward Assembly Rooms, 24 Hayward Pl.; 4th Wed.; J. Frank O'Hare, S. and B. A., 28 School St.

*Public School Janitors Association.* (See *Janitors Association*.)

*Public Works Department Employees.* (See *Sub-Foremen's Association*.)

*Public Works Department Employees Assembly No. 5490* (K. of L.). St. Rose's Hall, Worcester St.; 2d and 4th Sun.; Michael J. Cronin, R. S., 67 Reading St., Rox.

BOSTON — Con.

*Railroad Freight Handlers.* (See *Freight Handlers*.)

*Railroad Machinists.* (See *Machinists No. 567*.)

*Railroad Machinists' Helpers.* (See *Machinists' Helpers Nos. 856 and 914*.)

*Railroad Sheet Metal Workers.* (See *Sheet Metal Workers Nos. 372 and 472*.)

*Railroad Signalmen No. 5: Pioneer Lodge.* Harmony Hall, 724 Washington St.; 1st Sat.; Charles McDonald, R. S., 723 South St., Ros.; Eugene B. Wilson, Chief Signalman, 99 Pratt St., Mansfield.

*Railroad Signalmen* (B. & M. R.R.). Trainmen's Hall, 249 Friend St.; 2d Thurs.; Alfred F. Greenleaf, Gen. S. and B. A., 29 Pearson Av., W. Somerville.

*Railroad Signalmen.* Eagles Hall, Framingham; 2d Tues.; W. G. deGrasse, R. S., 263 Harvard St., Alls.

*Railroad Station Agents: Division No. 1* (B. & M. R.R.). Quincy House; 3d Sun.; J. E. Jones, S., Tufts College, Mass.; William F. Fernald, Treas., 57 Highland Av., Arlington.

*Railroad Station Agents: Consolidated Division No. 2* (N. Y., N. H. & H. R.R.). Quincy House; P. H. Phinney, S., Monument Beach; James H. Weir, Treas., 24 Chapel St., Canton.

*Railroad Station Agents: Division No. 3* (B. & M. R.R.). At points on B. & A.; 3d Sun.; J. M. Gordon, S., Baldwinville, Mass.; F. W. Anderson, Master Agt., P. O. Box 50, N. Grafton.

*Railroad Station Employees: Division No. 1* (B. & M. R.R.). Shapiro Hall, Causeway St.; 4th Thurs.; Michael J. Reagan, R. S., 63 Roseclaire St., Dor.

*Railroad Station Employees No. 36.* Harmony Hall, 724 Washington St.; 2d Wed.; F. S. Robinson, S. T., 24 Hillside Rd., Somerville; W. H. McCloskey, B. A., 27 Haymarket Sq.

*Railroad Stationmen* (B. & M. R.R.). Ketterers Hall, 164 Canal St.; 14th of the month; James A. Franklin, S., 14 Clayton St., Medford.

*Railroad Station Employees: South Bay Division No. 45.* Wells Memorial Hall, 987 Washington St.; 1st and 3d Sun.; John Mehigan, F. S., 292 D St., S. B.

*Railroad Telegraphers: Boston and Maine Division* (B. & M. R.R.). Puritan Hall, 249 Friend St., 2d Sat.; F. C. McGrath, S. T., 16 Water St., Winchester; J. B. Bode, B. A., care of B. & M. R.R., Chelsea.

*Railroad Telegraphers No. 89* (N. Y., N. H. & H. R.R.). Pilgrim Hall, 694 Washington St.; 1st Sat.; J. H. McDermott, S. T., 46 Crocker St., Mansfield; Leonard J. Ross, Gen. Ch., 457 Wellington Av., Auburn, R. I.

*Railroad Telegraphers No. 156.* Rathbone Hall, 694 Washington St.; 3d Thurs.; Fred J. Dancereau, S. T., 65 Boylston St., J. P.; Robert H. Buxton, Chief Tel., 8 Dresden St., J. P.

*Railroad Trainmen: Boston Lodge No. 97.* Ancient Landmark Hall, 3 Boylston Pl.; 1st and 4th Sun.; Martin V. Brennan, S., 80 Woodlawn St., J. P.; A. F. Hazard, B. A., 111 Central Av., E. Providence, R. I.

## Local Trade Unions.

## BOSTON — Con.

- Railroad Trainmen: Bunker Hill Lodge No. 404.* Memorial Hall, Green St., Chsn.; 1st and 3d Sun.; W. R. Snyder, S., 25 Vermont Av., Somerville.
- Railroad Trainmen: Trimountain Lodge No. 486.* Commercial Hall, 694 Washington St.; 1st Sun. and 3d Fri.; B. J. Quinlan, S., 119 West St., Newton.
- Railroad Trainmen: City Point Lodge No. 507.* Bethesda Hall, 409 W. Broadway, S. B.; 2d and 4th Sun.; Charles B. Berger, R. S., 399A Broadway, S. B.
- Railroad Trainmen: Puritan Lodge No. 621.* Mishawum Hall, 11 City Sq., Chsn.; 1st and 4th Fri.; William P. Tanton, S., 49 Mt. Pleasant St., Woburn.
- Railroad Trainmen No. 909: Hub Lodge.* Memorial Hall, 14 Green St., Chsn.; 1st Sun. and 3d Wed.; W. O. Wood, S., 2 Newport Av., Medford.
- Railroad Transfer Messengers and Clerks No. 11639.* 987 Washington St.; 1st Wed.; Ambrose J. Cox, R. S., 339 Dorchester St., S. B.; P. G. Dowling, B. A., 327 W. Ninth St., S. B.
- Railroad Workers No. 55: Boston Lodge* (Car Cleaners, B. & M. R.R.). Unity Hall, 93 Staniford St.; 3d Fri.; Thomas J. Bruce, F. S., 592 Highland Av., Malden; T. H. Condon, B. A., 15 Broadway, Salem.
- Railroad Workers No. 107: Allston Lodge* (Car Repairers, B. & A. R.R.). By appointment; 2d Thurs.; M. P. Clausen, R. S., 60 Derby St., W. Newton.
- Railroad Workers No. 108: Somerville Lodge* (Car Inspectors, Repairers, and Cleaners, B. & M. R.R.). 93 Staniford St.; 3d Fri.; A. J. Poirier, R. S., 306 S. Broadway, Lawrence; William D. Brenner, F. S., 18 Milton St., Cambridge.
- Railroad Workers No. 184: Plymouth Rock Lodge* (N. Y., N. H. & H. R.R. Hyde Park). Naomi Hall, 724 Washington St.; 2d Thurs.; L. M. Funk, R. S., 1400 River St., H. P.
- Railroad Workers No. 1065* (United). West Union Hall, 83 Staniford St.; 2d Thurs.; John Sullivan, R. S., 47 Gould Av., Malden; C. E. Dudley, B. A., 5 Ralph St., Lowell.
- Railway Carmen No. 57: Bay View Lodge* (N. Y., N. H. & H. R.R.). Association Hall, 995 Washington St.; 1st Sun. and 3d Wed.; John Lane, R. S., 109 St. Alphonsus St., Rox.
- Railway Carmen: Bay State Lodge No. 102.* 694 Washington St.; 1st Sun.; Joseph Feehan, F. S., 142 Spencer St., Dor.
- Railway Carmen No. 505: Bunker Hill Lodge.* Shapiro Hall, 38 Causeway St.; 2d and 4th Fri.; William R. Turnbull, R. S., 70 Conwell Av., W. Somerville; M. S. Reardon, B. A., 14 Oak St., Cambridge.
- Railway Carmen No. 527: Readville Lodge.* 694 Washington St.; 1st Sun.; Harold V. Gordon, R. S., Athelwold St., Dor.
- Railway Carmen No. 652: Mystic Wharf Lodge.* Hibernian Hall, 64 Union St., Chsn.; 3d Tues.; Andrew Locke, F. S., 27 Park St., Somerville.

## BOSTON — Con.

- Railway Carmen No. 1019: Paul Revere Lodge.* Paul Revere Lodge Hall, Washington St.; 2d Tues.; L. H. Murphy, S., Gen. Delivery, Roxbury Crossing.
- Railway Carmen No. 1060: Blue Hill Lodge.* Homestead Hall, 724 Washington St.; 1st Fri.; Riccio H. Bernazzani, C. S., 34 Roslindale Av., Ros.
- Railway Clerks No. 26: Grand Junction Lodge* (E. B.). Meridian Hall, Meridian St., E. B.; 1st Fri.; Charles F. Casey, Gen. Ch., 156 Webster St., E. B.; Charles J. Coleman, B. A., B. & A. R.R., E. B.
- Railway Clerks No. 71: General Office Lodge* (B. & M. R.R.). Academy Hall, 15 Leverett St.; 4th Tues.; Robert Young, R. S., 633 E. Sixth St., S. B.; Faustin J. Tague, B. A., 94 Second St., Wellington.
- Railway Clerks No. 74: North Union Lodge.* Puritan Hall, 249 Friend St.; 2d Tues.; Viola A. Holman, S., 29 Shattuck St., Lawrence.
- Railway Clerks No. 117: Fort Point Lodge* (B. & A. R.R.). Hayward Assembly Rooms, 24 Hayward Pl.; 1st Wed.; John A. Warren, F. S. and Treas., 29 Winona St., Auburndale.
- Railway Clerks: Boston Lodge No. 119.* Puritan Hall, 249 Friend St.; 1st Mon.; Edwin J. Keleher, S., 15 Crocker St., Somerville.
- Railway Clerks: Old Colony Lodge No. 143.* America Hall, 724 Washington St.; 1st and 3d Sun.; F. A. Giles, S., 32 Harwood St., Dor.; J. W. Fitzgerald, B. A., 27 Doris St., Dor.
- Railway Clerks: Hub Terminal Lodge No. 230.* Hayward Assembly Rooms, 24 Hayward Pl.; 4th Tues.; Thomas J. Fitzgerald, F. S. T., 151 Pearl St., Newton.
- Railway Clerks No. 358: Independence Lodge.* Tonti Hall, 327 E St., S. B.; 4th Sun.; Daniel Griffin, Ch. Adjustment Bd., Kneeland St., cor. Tyler.
- Railway Clerks: South Union Lodge No. 416.* Hayward Assembly Rooms, 24 Hayward Pl.; 1st and 3d Mon.; D. H. Dealing, S., 3 Bay St., Dor.
- Railway Clerks No. 456: Beacon Park Lodge.* Hayward Assembly Rooms, 24 Hayward Pl.; 2d Thurs.; John F. Ford, S., 23 Bayard St., Alls.
- Railway Clerks No. 623* (Readville). Walter J. Klein, S., 25 St. Joseph St., J. P.
- Railway Clerks No. 722: Trimount Lodge.* America Hall, 724 Washington St.; 2d and 4th Tues.; Myron R. Clark, S., 32 Athelwold St., Dor.
- Railway Clerks No. 790: North Terminal Lodge.* Puritan Hall, 249 Friend St.; 1st Thurs.; H. D. Ulrich, S., 53 Woodland St., Lawrence.
- Railway Clerks No. 887: Massachusetts Bay Lodge.* Puritan Hall, 249 Friend St.; 1st Tues.; Russell J. Blair, R. S., 261½ Broadway, Cambridge.
- Railway Clerks No. 1099: Bunker Hill Lodge.* Owls Hall, Chsn.; 2d Mon. and 4th Sun.; Thomas O'Connor, R. S., 12 Hatch St., Everett.
- Railway Conductors: Boston Division No. 122.* John Winthrop Hall, 446 Tremont St.; 3d Sun.; Joseph Moreau, S. T., 47 Clifford St., Readville.



Local Trade Unions.

BOSTON — Con.

*Railway Conductors: New England Division No. 157.*  
Hayward Assembly Rooms, 24 Hayward Pl.;  
4th Sun.; C. W. Merrill, S. T., 29 Evergreen  
St., Rox.

*Railway Conductors: Bay State Division No. 413.*  
Odd Fellows Hall, 25 Main St., Chsn.; 2d Sun.;  
Charles S. Messer, S. T., 65 Summer St., Salem.

*Railway Equipment Painters.* (See *Painters No. 338.*)

*Railway Expressmen No. 89, American.* 724 Wash-  
ington St.; on call; E. P. Lamphrey, S., North  
Station.

*Railway Mail Association.* Quincy House, Boston;  
1st Tues.; Charles H. Hynes, S. T., 16 Hillside  
Av., Melrose.

*Raincoat Makers.* (See *Garment Workers No. 7.*)

*Retail Clerks No. 739 (Roslindale).* Fairview Hall,  
43 Poplar St., Ros.; William G. Hay, F. S.,  
38 Florence St., Ros.; W. L. Kretschmar, B. A.,  
29 Penfield St., Ros.

*Retail Clerks No. 796 (Dry Goods).* Rathbone Hall,  
694 Washington St.; 2d Tues.; Mark F.  
O'Donoghue, F. S. and B. A., 6 Levant St.,  
Dor.

*Roofers, Composition, Damp and Waterproof Workers*  
*No. 20.* 386 Harrison Av.; 2d and 4th Mon.;  
Michael J. Concannon, B. A., 298 Silver St.,  
S. B.

*Roundhouse Employees No. 1063 (K. of L.) (B. & M.*  
*R.R.).* Hibernian Hall, Union St., Chsn.; 2d  
and last Fri.; Thomas Brodrick, R. S., 20 Sack-  
ville St., Chsn.

*Rubber Workers No. 15135.* Roxbury Hall, 67 War-  
ren St.; 3d Sun.; Timothy J. Bowen, S., 48  
Guild St., Rox.

*Sail and Awning Makers No. 14555.* Washington  
Hall, 136 Blackstone St.; 1st Mon.; Fred  
Johnson, Pres., 12 Fairmont St., Cambridge.

*Sailmakers, Operators, and Helpers No. 16050.* Owls  
Hall, Chsn.; 1st Tues.; Fred Johnson, R. S., 12  
Fairmont St., Cambridge.

*Sailors Association, Eastern and Gulf (Inc.).* Union  
Hall, 1½ Lewis St.; Mon.; Percy J. Pryor, S.;  
Miller Jensen, B. A.

*Sanitary and Street Cleaning Department Drivers and*  
*Helpers.* (See *Teamsters No. 149.*)

*Sanitary and Street Cleaning Department Employees.*  
(See *Ben Franklin Assembly No. 5463.*)

*Sewer Inspectors.* (See *Municipal Sewer Inspectors*  
*No. 15436.*)

*Sheepskin Coat Makers.* (See *Clothing Workers No.*  
*267, Amalgamated.*)

*Sheet Metal Workers No. 17.* Paine Memorial Hall,  
9 Appleton St.; Mon.; John H. Selfridge, F. S.,  
7 Appleton St.; James T. Moriarty, B. A., 280  
Dorchester St., S. B.

*Sheet Metal Workers No. 92.* (See *Coppersmiths No.*  
*92.*)

*Sheet Metal Workers No. 372 (N. Y., N. H. & H. R.R.).*  
Homestead Hall, 174 Washington St.; 4th Thurs.;  
William E. Nolan, F. S., 177 Center St., Rox.

*Sheet Metal Workers No. 472 (Railroad Shopmen).*  
90 Leverett St.; 1st and 3d Wed.; R. R. V.  
Hakanson, R. S., 12 Valley St., Malden.

BOSTON — Con.

*Ship Carpenters.* (See *Carpenters No. 1671.*)

*Ship Painters.* (See *Painters No. 402.*)

*Shipfitters Protective Association No. 3, United.*  
Quincy House; 1st and 3d Thurs.; William  
Kelly, R. S., 26 Adams St., Chsn.; T. P. Shaw,  
F. S., 23 High St., Chsn.

*Ship Yard Workers No. 16354 (Squantum) (Colored).*  
987 Washington St., 2d Wed. and 4th Sun.;  
G. L. Riley, S., 78 Bower St., Rox.

*Shirt Waist Makers.* (See *Garment Workers No. 49,*  
*Ladies.*)

*Shoe Pattern Makers No. 2.* Carpenters Hall, 30  
Hanover St.; 1st and 3d Mon.; Ernest C. Well-  
rock, S., 223 Boston St., Dor.

*Shoe Workers No. 15 (U. S. W.) (Mixed).* 52 Merid-  
ian St., E. B.; 1st and 3d Thurs.; William H.  
Watson, B. A.

*Shoe Workers No. 73 (U. S. W.) (Cutters).* 52  
Meridian St., E. B.; 2d and 4th Thurs.; J.  
Burke, R. S., William H. Watson, B. A.

*Shoe Workers of Greater Boston, Allied.* Carpenters  
Hall, 30 Hanover St.; 1st and 3d Tues.; Frank  
Franzosa, S., 107 Prince St.; Edward L. Mack,  
S. T., 16 School St., Lynn.

*Sign Writers.* (See *Painters No. 391.*)

*Skirt and Cloak Pressers.* (See *Garment Workers*  
*No. 12, Ladies.*)

*Skirt Makers.* (See *Garment Workers No. 24.*)

*Sprinkler Fitters No. 669.* Dwight Hall, 514 Tremont  
St.; 2d and 4th Fri.; Edward J. Meehan, B. A.,  
23 Neptune Rd., E. B.

*Stablemen and Garagemen.* (See *Teamsters No.*  
*367.*)

*Stair Builders.* (See *Carpenters No. 1573.*)

*Station Employees No. 45: South Bay Division.* 987  
Washington St.; 1st and 3d Sun.; John Mulligan,  
S., 292 D St., S. B.

*Stationary Firemen No. 3.* 9 Appleton St.; 2d and  
4th Wed.; P. J. Lawless, R. S.; John F. Mc-  
Namara, B. A.

*Steam Engineers No. 4 (Hoisting and Portable).*  
386 Harrison Av.; Tues.; Albert E. Pike, S.;  
Arthur M. Huddell, B. A.

*Steam Engineers No. 4A (Cargo Hoisters and Oper-*  
*ators).* Central Park Hall, E. B.; 2d and 4th  
Wed.; G. W. Brady, Pres., 24 Harris St.

*Steam Engineers No. 74 (Coal Hoisting).* 995 Wash-  
ington St.; 1st and 3d Fri.; Michael D. Mc-  
Grath, Treas., 144A Broadway, S. B.

*Steam Engineers No. 263 (Mercantile Down Town).*  
Commercial Hall, 694 Washington St.; Thurs.;  
James O'Hare, S. and B. A., 696 Washington  
St.

*Steam Engineers No. 664.* America Hall, 724 Wash-  
ington St.; Fri.; D. J. Mullane, S., 71 Spring  
Park Av., J. P.; Jonathan Perry, B. A., 696  
Washington St.

*Steamfitters No. 537.* 386 Harrison Av.; Mon.;  
A. E. Chandler, S. T., 16 Russell St., Cambridge;  
George E. Flynn, B. A., 371 Charles St.

*Steamfitters' Helpers No. 635.* 386 Harrison Av.;  
Tues.; Arthur Schofield, F. S.; J. E. Goodwin,  
B. A., 43 Irving St., W. Somerville.

## Local Trade Unions.

## BOSTON — Con.

*Steam Shovel and Dredgemen No. 60.* C. D. C. Hall, 30 Hanover St.; Tues.; Martin J. Hanley, S. T. and B. A., 912 Broadway, S. B.

*Steel and Copper Plate Printers No. 3.* Blatchford Hall, 987 Washington St.; 2d Mon.; Walter G. Snow, S., 25 Magnolia St., Dor.

*Steel and Copper Plate Engravers No. 16040.* W. J. Johnson, S., 79 Webb St., Weymouth.

*Stenographers, Bookkeepers, Accountants and Office Employees No. 14965.* 665 Washington St.; 2d and 4th Tues.; Miss Emily Michtons, S.

*Stereotypers No. 2.* Hayward Assembly Rooms, 24 Hayward Pl.; 3d Wed.; A. R. McKenne, R. and C. S., 44 Morris St., Everett.

*Stone Cutters Association, Journeymen.* 386 Harrison Av.; 2d and 4th Fri.; John F. Flaherty, R. S., 771 Dudley St.; John F. Stevens, B. A., 35 Mt. Pleasant Av.

*Stone Masons and Setters No. 9.* Labor Hall, 386 Harrison Av.; Wed. (except holidays); James M. Ryan, S., 989 Parker St., Rox.; Patrick J. Walsh, B. A., 118 Union St., Br.

*Store Supply Handlers No. 15324.* Forpino and Rebello Hall, Washington St., North; Mon.; Tony Bernazzani, F. S., 23 Unity St.; Frank A. Guarente, R. S., 8 Warren St., Revere.

*Straw Hat and Millinery Workers No. 49, United.* 724 Washington St.; 2d and 4th Thurs.; Israel Levy, S., 124 Greenwood St., Dor.

*Straw Hat Workers.* (See *Hat Workers No. 14996, Ladies' Str.*)

*Street and Electric Railway Employees No. 589.* Fay Hall, 1140 Washington St.; 2d and 4th Thurs.; John W. Hurley, R. S.; William J. Timmins, B. A.

*Sub-Foremen's Association* (Highway Division of the Public Works Department). Association Hall, 995 Washington St.; 1st Mon.; William H. Mealey, R. S., 137 H St., S. B.; John H. McCarthy, Pres., 31 Monadnock St., Dor.

*Surgical Knitters No. 1077.* Carpenters Hall, 30 Hanover St.; 1st Sat.; Fred W. Toone, Jr., S., 560 Western Av., Lynn.

*Switchmen No. 99: Boston Lodge.* 987 Washington St.; 1st and 3d Thurs.; Maurice Borofski, S., 5 Carlton St., Lynn; A. W. VanWagner, Pres., 822 River St., Mat.

*Switchmen No. 167* (Charlestown). 2d and 4th Fri.; D. B. Horne, S., R. F. D. No. 3, N. Berwick, Me.

*Tailors No. 12* (Journeymen). Carpenters Hall, 30 Hanover St.; 1st and 3d Wed.; Frank Deluca, B. A., 34 Waterhouse St., W. Somerville.

*Teachers No. 66* (Public Schools).

*Teamsters No. 25.* Washington Hall, 995 Washington St.; 2d Sun., Apr. to Oct.; 2d and 4th Sun., Oct. to Apr.; Joseph J. Hunt, S. T. and B. A., 81 Canal St., Rm. 218.

*Teamsters No. 60* (City Chauffeurs). Rox. Bachelors Club, 282 Dudley St.; Thurs.; Timothy Kelleher, Pres., 609 Fourth St., S. B.; Francis J. Cadigan, S. T., 377 Bunker Hill St., Chsn.

*Teamsters No. 68* (Coal Teamsters, Chauffeurs, and Helpers). 987 Washington St.; 2d and 4th Sun.; John F. English, S., 526 Tremont St.; John J. Fenton and John R. Lynch, Bus. Agts.

## BOSTON — Con.

*Teamsters No. 126* (Carriage Drivers and Chauffeurs). Phoenix Hall, 724 Washington St.; 1st Wed.; William D. Murphy, S. T. and B. A., 530 Tremont St.

*Teamsters No. 149* (Sanitary and Street Cleaning Department Drivers and Helpers). Dexter Hall, 987 Washington St.; 2d and 4th Sun.; James Reidy, R. S., 23 Palmer St., Rox.

*Teamsters No. 259* (Newspaper Wagon Drivers, Chauffeurs, and Helpers). Phoenix Hall, 724 Washington St.; 2d and 4th Thurs.; Charles J. Mayer, S., 64 Hillside St., Rox.

*Teamsters No. 343* (Piano and Furniture Movers and Helpers). Ruggles Hall, 8 Ruggles St.; 2d and 4th Thurs.; James F. Bowen, Sr., R. S., 46 Yeoman St.; U. S. Pugsley, B. A., 2½ Park St.

*Teamsters No. 367* (Stablemen and Garagemen). Hall 7, 995 Washington St.; 1st Wed. and 3d Sun.; Michael Fadden, S. T., 20 Atlantic St., S. B.

*Teamsters No. 369* (Lumber Teamsters, Handlers, and Tallymen). 987 Washington St.; 1st and 3d Sun.; Harry Winn, F. S., 113 Hampden St., Rox.

*Teamsters No. 379* (Excavators, Sand, Brick, Stone, Lime, and Cement). 987 Washington St.; 2d Sun.; P. Harry Jennings, S.; James J. Garrity, B. A., 12 Maryland St.

*Teamsters No. 380* (Milk Wagon Drivers). 987 Washington St.; 1st and 3d Thurs.; Jeremiah Driscoll, S. T. and B. A., 530 Tremont St.

*Teamsters No. 394* (Department Store Drivers). 987 Washington St.; 1st and 3d Thurs.; James J. Garrity, S. T. and B. A., 12 Maryland St.

*Teamsters No. 612* (Transfer Drivers and Helpers). 987 Washington St.; 2d Thurs.; J. J. Buckley, T., 20 Gilmer St., Mat.

*Teamsters No. 631* (Market and Commission House). Hibernian Hall, Union St., Chsn.; 1st Fri.; Eugene S. Mehagan, S. T. and B. A., 39 Essex St.

*Teamsters No. 650* (Laundry Wagon Drivers). Cypress Hall, 24 Warren St.; 1st and 2d Mon.; Lewis B. Smith, R. S., 15 Hamilton St., Dor.

*Telegraphers, Commercial.* (See *Commercial Telegraphers No. 4*.)

*Telephone Installers.* (See *Electrical Workers No. 142*.)

*Telephone Operators No. 1A.* 995 Washington St.; 2d and 4th Fri.; Miss Loretta M. Baker, C. and F. S., Rm. 448, Old South Bldg.

*Terrazzo Workers.* (See *Mosaic Workers No. 357*.)

*Theatrical Stage Clearers No. 393.* 116 Broadway; 2d Sun.; Elmer R. Jones, S. and B. A.

*Theatrical Stage Employees No. 11.* Pilgrim Hall, 694 Washington St.; 4th Sun.; Fred J. Dempsey, F. and C. S., Treas., and B. A., 276 Tremont St.

*Theatrical Stage Employees.* (See *Moving Picture Operators No. 182*.)

*Tile Layers No. 8.* Homestead Hall, 724 Washington St.; 1st and 3d Tues.; Charles Callahan, R. S., 4 Sunnyside St., J. P.; John Walsh, B. A., 386 Harrison Av.

Local Trade Unions.

**BOSTON — Con.**

- Tobacco Strippers.* (See *Cigar Factory Tobacco Strippers No. 8156*.)
- Transfer Drivers and Helpers.* (See *Teamsters No. 612*.)
- Transfer Messengers and Clerks.* (See *Railroad Transfer Messengers and Clerks No. 11639*.)
- Typographical No. 13.* Faneuil Hall, Faneuil Hall Sq.; 4th Sun.; John O. Battis, S. T., 321 Old South Bldg.; S. J. McBride, Pres. and B. A.
- Upholsterers No. 37* (Wholesale). Hebrew Trades Hall, 1 Causeway St.; 1st and 3d Thurs.; Edwin E. Graves, B. A., 30 Hanover St.
- Upholsterers No. 53.* Carpenters Hall, 30 Hanover St.; 2d and 4th Thurs.; Edwin E. Graves, B. A.
- Upholsterers No. 109* (Carpet Mechanics). Carpenters Hall, 30 Hanover St.; 1st and 3d Wed.; Edwin E. Graves, B. A.
- Upholsterers and Trimmers.* (See *Mattress Makers No. 132*.)
- Vest Makers.* (See *Clothing Workers No. 172, Amalgamated*.)
- Waist Makers, Ladies.* (See *Garment Workers No. 49, Ladies*.)
- Waterproof Garment Workers.* (See *Garment Workers No. 7*.)
- Weavers No. 721.* (See *Carpet Weavers*.)
- Web Pressmen No. 3.* Investigator Hall, 9 Appleton St.; 3d Tues.; Charles J. Harvey, S., 202 Fells-way West, Medford.
- Wharf and Bridge Carpenters.* (See *Carpenters No. 1393*.)
- Wholesale Hardwood Finishers* (Ind.). 1 Causeway St.; 2d and 4th Wed.; Carl Appel, F. S., 9 Almont Ct., Malden; Edwin E. Graves, B. A., 30 Hanover St.
- Willow, Reed, and Rattan Workers No. 14565.* 193 Hanover St.; last Mon.; John Sagan, 2 Edward Wilson Sq. Ter., Somerville; J. H. Thwaites, B. A., 10 Charles St., Wakefield.
- Wine Clerks No. 853* (Wholesale and Retail). Wells Memorial Hall, 987 Washington St.; 2d and 4th Sun.; Patrick J. Barry, R. S., 38 Ottawa St., Rox.; Patrick F. Hastings, B. A., 28 Common St.
- Wood Carvers Association.* Templar Hall, 724 Washington St.; 1st and 3d Fri.; Henry C. Bamberg, R. and C. S., 17 Buttonwood St., Dor.
- Workers International Industrial Union No. 121.* Socialist Labor Hall, 63 Shawmut Av.; 2d and 4th Tues.; J. Procum, F. S., 20 Marbury Ter., J. P.

**Braintree.**

- Boot and Shoe Workers No. 143* (Mixed) (South Braintree). B. & S. W. Hall; 1st and 3d Tues.; C. Connell, F. S. and Agent, Hampton House Bldg.
- Carpenters No. 1550.* Carpenters Hall, Holbrook Av.; 2nd and 4th Fri.; George W. H. Webber, R. S., R. F. D. Box 69A; Leroy W. Beedle, B. A., 56 Hobart St., E. Braintree.
- Machinists No. 1171* (S. Braintree). Charles A. Bettridge, R. S., 613 Warren Av., Brockton.

**Bridgewater.**

- Boot and Shoe Workers No. 357.* Elwell Bldg.; Thurs.; James Murphy, S., Box 142; Royal F. Dano, B. A., Box 142.
- Carpenters No. 1046.* Rm. 6, Bowman Bldg., Central Sq.; Tues.; William H. Swift, R. S., 246 Pleasant St.
- Letter Carriers; Branch No. 1519.* By appointment; Joseph F. Carriuolo, S. T.

**BROCKTON.**

- Auto Bus Drivers No. 554.* K. of C. Hall, 183 Main St.; 2d and 4th Mon.; Neil O'Connell, S. T. and B. A., 521 Warren Av.
- Bakers and Confectioners No. 180.* Moose Hall, 146 Main St.; 2d and 4th Sat.; Alfred W. Laken, R. and C. S., 1072 Warren Av.; Harry Cook, B. A., 44 Alton St.
- Bakery Wagon Drivers No. 57.* 40 Centre St.; 2d Tues.; Daniel H. Phillips, R. S., 637 N. Main St.
- Barbers No. 238.* Grant Hall, 28 Main St.; 4th Tues.; P. J. Sheehan, C. and F. S., 539 Main St.
- Boot and Shoe Workers No. 38* (Mixed). Bryant Hall, 68 Main St.; 2d and 4th Wed.; Eugene J. Sweeney, F. S., Daniel Harrington, B. A.
- Boot and Shoe Workers No. 393* (Shoe Repairers). 9 Montello St.; 1st Mon.; Aug. Hopkins, S. T., First Parish Bldg.
- Bricklayers and Plasterers No. 5.* Bricklayers and Plasterers Hall, 86 Main St.; Thurs.; John C. Smith, C. S., 15 Sheppard Av.
- Building Laborers No. 13.* 1st and 3d Sat.; Thomas Plunkett, F. S., 90 Ellis St.
- Carpenters No. 624.* Lincoln Hall, 28 Main St.; Mon.; Walter Pratt, S. and B. A., 28 Main St.
- Clothing and Shoe Clerks No. 504.* Culinary Hall, 40 Centre St.; 2d and 4th Wed.; George L. Carr, S. T. and B. A., 85 Grafton St.
- Culinary Alliance No. 161.* (See *Hotel and Restaurant Employees No. 161*.)
- Cutters No. 35* (B. & S. W.). First Parish Bldg.; Mon.; Charles Driscoll, R. S., 16 E. Chestnut St.; A. E. Jocoy, B. A.
- Cutting Die and Cutter Makers No. 307.* Lincoln Hall, Marston Bldg., Main St.; 2d Fri.; Albert Wright, S., 42 Forest Av.
- Dressers and Packers No. 365* (B. & S. W.). Rm. 9, Parish Bldg.; 2d Mon.; Dennis E. McCarthy, F. S. and B. A.
- Dry Goods Clerks No. 605.* Rm. 7, 56 Centre St.; 1st and 3d Tues.; James H. Morse, S. T., 148 Main St.
- Edgemakers No. 118* (B. & S. W.). Marston Bldg., Rm. 408; 1st Thurs.; Joseph D. Poitras, B. A., 28 Main St.
- Elastic Goring Weavers.* Co-operative Hall, N. Warren Av.; 2d Tues.; Joseph Hurley, S., 19 W. Ashland St.
- Electrical Workers No. 223.* Washburn Bldg., Main St.; Wed.; Ernest Bridgwood, R. S., 424 Prospect St.; Arthur B. Spencer, T., W. Bridge-water, Mass.

## Local Trade Unions.

## BROCKTON — Con.

- Electrical Workers No. 548.* Lincoln Hall; 2d and 4th Thurs.; Maurice Wainwright, F. S., 40 Leavitt St.
- Finishers No. 37* (B. & S. W.). Rm. S, Parish Bldg.; 1st and 3d Mon.; Frank Moriarty, F. S. and B. A.
- Fire Fighters No. 144.* Fire Station No. 1; 1st Mon.; Charles F. Bell, R. S., 184 Boylston St.
- Grocery and Provision Clerks No. 358.* 257 Main St.; 1st and 3d Wed.; W. George Colwill, Pres. and B. A., 46 Appleton St.
- Heelers, Sluggers, Broasters, and Shavers No. 370.* (B. & S. W.). 93½ Montello St.; 2d and 4th Mon.; Fred W. Farrell, F. S. T.
- Horseshoers No. 87* (Journeyman). Mason Blk., 40 Centre St.; 1st Wed.; Denis J. O'Shea, R. S., 235 Market St., Campello.
- Hotel and Restaurant Employees No. 161.* Culinary Alliance Hall, 40 Centre St.; 1st and 3d Tues.; Herbert McGlone, B. A.
- Lasters No. 100* (B. & S. W.). Eagle Hall, 57 Centre St.; Fri.; Frank Simpson, F. S. and Treas., 155 Main St.; Joseph E. Laconture, B. A., 155 Main St.
- Last Turners No. 16417.* Grant Hall; 1st and 3d Wed.; Byron E. Heard, S.
- Lathers No. 123.* Washburn Bldg.; 1st and 3d Mon.; John W. Ulcht, S., 66 Richmond St.
- Laundry Wagon Drivers No. 272.* Culinary Alliance Hall, 40 Centre St.; 3d Wed.; Alden E. Gardner, S. T., 35 Brunswick St.
- Laundry Workers No. 64.* Culinary Alliance Hall, 40 Centre St.; 2d and 4th Fri.; Mrs. Lillian Weidhorn, F. S. T., 24 Huntingdon St.
- Letter Carriers: Branch No. 156.* Belmont Hotel, cor. Main and Belmont Sts.; 2d Wed.; Chester C. Gilbert, S., 79 Prospect Av.
- Machinists No. 176.* Rm. 26, Washburn Blk.; 3d Thurs.; William H. Curnyn, F. S., 54 Clinton St.; Harry M. Hopwood, B. A.
- Moving Picture Operators No. 437.* Culinary Alliance Hall, 40 Centre St.; 1st Sun.; Leroy C. Tinkham, R. S., 387 Belmont St.; Frank Motta, B. A., 78 Warren Av.
- Musicians Protective No. 138.* Rm. 1, 6 Main St.; 1st Sun.; Walter M. Steele, S.
- Painters, Decorators, and Paperhangers No. 296.* Painters Hall, 26 Centre St.; Mon.; Everett G. Dunklee, R. S., 168 W. Bartlett St.; James A. Mellon, B. A., 567 Montello St.
- Plumbers No. 276.* Clark Blk., cor. Main and Centre Sts.; alt. Mon.; John J. Callahan, R. S., 11 Snell Pl.
- Printing Pressmen No. 102.* K. of C. Hall, Main St., near W. Elm; 2d Tues.; Richard A. Gould, S. T., 96 Moraine St.
- Roofers Protective Nos. 24 and 28.* Washburn Blk., 126 Main St.; 2d and 4th Thurs.; Frank Clifford, S., 335 Court St.; John Hickman, B. A., 46 Ford St.
- Sheet Metal Workers No. 248.* Washburn Blk., 126 Main St.; Tues.; A. L. Doten, Jr., F. S. T., 216 N. Pearl St.

## BROCKTON — Con.

- Shoe Repairers.* (See *Boot and Shoe Workers No. 393.*)
- Skiers No. 406* (B. & S. W.). 257 Main St.; 1st Mon.; Harry A. Tyler, B. A.
- Sole Leather Workers No. 74.* Union Hall, 68 Main St.; 2d and 4th Tues.; Michael J. Cohan, B. A.
- Solefasteners and Roughrounders No. 111.* Rm. 1, First Parish Bldg., 23 Main St.; 2d and 4th Mon.; Emmet T. Walls, B. A., P. O. Box 409.
- Stationary Firemen No. 47.* A. O. H. Hall, Ward St.; 1st Sun. and 3d Thurs.; Cornelius Riordan, S., 30 Foster St.
- Steam and Gasfitters No. 316.* Rm. 26, 126 Main St.; 2d and 4th Mon.; Albert R. Gardner, F. S., 152 Foster St.
- Steam Engineers No. 501.* Rm. 13, City Theatre Blk., Main St.; Fri.; Joseph H. Glenn, S., 12 Karl Pl.
- Stitchers No. 154* (B. & S. W.). Parish Bldg., 23 Main St.; M. A. Caffrey, F. S.; James Duffy, B. A.
- Street and Electric Railway Employees No. 235.* Foresters Hall, 58 Main St.; 2d Mon.; A. L. Mather, R. S., 159 Clifton Av.; P. F. Shechan, B. A., 167 Copeland St.
- Tack Makers No. 16494.* Charles J. Apjohn, S., 21 Oneida Av.
- Tailors No. 105.* Satucket Blk., Main St.; 1st Mon.; Peter Nesbitt, C. S.; 23 Centre St.
- Teamsters No. 193.* Moose Hall, Main St.; 1st and 3d Tues.; Joseph J. Dobby, F. S., 22 Kingman Av.; Joseph L. Williams, B. A., Hotel Belmont.
- Telephone Operators No. 27A.* Grant Hall, 28 Main St.; 1st and 3d Mon.; Miss Esther A. Anderson, R. S., 90 Hillberg Av.
- Textile Workers No. 995* (Strap Belt Weavers). Grant Hall, 28 Main St.; John Ransitt, S., 4 Northfield St., Campello.
- Theatrical Stage Employees No. 149.* Culinary Alliance Hall, 40 Centre St.; 3d Sun.; Burt Campion, S. T., 44 School St.
- Treers No. 36* (B. & S. W.). Treers Hall, 155 Main St.; 1st and 3d Fri.; T. P. McSweeney, Agent, 303 Satucket Blk.
- Typographical No. 224.* Garde D'Honneur Hall, 13 N. Main St.; 4th Tues.; John A. Haneock, S. T., 1133 N. Main St., Montello.
- Vampers No. 256* (B. & S. W.). Grant Hall, 28 Main St.; 2d Mon.; Walter M. Steele, F. S., and B. A., 23 Main St., Rm. 24.

## Brookline.

- Carpenters No. 438.* Goddard Hall, 178 Washington St.; Mon.; C. Watson, S.; James M. Gould, B. A.
- Fire Fighters No. 183.* George H. Dunn, S., Cor. Harrison and Harvard Sts.
- Painters, Decorators, and Paperhangers No. 709.* Goddard Hall, 178 Washington St.; 1st and 3d Wed.; James McKinnon, F. S., 8 Cotton St., Roslindale; J. A. Boudrot, J. T. Cashman, and C. A. Spence, Bus. Agts., 12 Kneeland St. Boston.

Local Trade Unions.

CAMBRIDGE.

- Boiler Makers: University City Lodge No. 515.* (See BOSTON.)
- Boiler Makers No. 273.* Fred H. Maurer, S., 10 Gardner St.
- Bookbinders.* (See BOSTON: *Bookbinders No. 16*.)
- Building Laborers No. 295.* Chase Hall, 40 Prospect St.; Michael J. Donohue, F. S., 146 Hamilton St.
- Carpenters No. 441.* Cambridge Lower Hall, 631 Massachusetts Av.; Wed.; J. L. McIsaac, R. S., 11 Laurel St., Somerville.
- Carpenters No. 1653* (North Cambridge). Cor. Davenport St. and Massachusetts Av.; Tues.; Moses Brouard, R. S., 152 Pemberton St.; James Gault, B. A., 30 Hanover St., Boston.
- Carpenters No. 2095* (Life Raft Workers). Father Matthews Hall; 1st and 3d Wed.; H. Farrell, S., 579 Columbus Av., Boston.
- City Employees No. 8279.* Cambridge Lower Hall, 631 Massachusetts Av.; 1st and 3d Mon.; Humphrey Sullivan, F. S., 52 Rice St., N. Cambridge; John J. Corcoran, B. A., 155 Richdale Av., N. Cambridge.
- Fire Fighters No. 30, City.* Chase Hall, 40 Prospect St.; 2d Mon.; James A. S. Drinkwater, S., 1 Coolidge Pl.; E. F. Looney, B. A., 15 Marney St.
- Hod Carriers No. 151.* 30 Hanover St., Boston; 1st and 3d Mon.; Francesco Facciola, B. A., 176 North St., Boston.
- Machinists No. 150.* (See WATERTOWN.)
- Meat Cutters and Butcher Workmen No. 278.* 53 Hanover St., Boston; Wed.; J. B. Jensen, F. S. and B. A., 119 Woodrow Av., Dor.
- Meat Cutters and Butcher Workmen No. 383.* Institute Hall, Cambridge St., E. Cambridge; 1st and 3d Sun.; Christopher B. Toner, F. S., 44 Chestnut St., Somerville.
- Painters No. 196.* George Miller, S., 322 N. Sixth St.
- Painters No. 577.* Essex Hall, Prospect St.; 2d and 4th Wed.; Francis H. Wright, R. S., 46 Eustis St.
- Plasterers No. 275.* (See SOMERVILLE.)
- Railway Clerks: University Lodge No. 452.* Hayward Hall, Hayward Pl.; 3d Wed.; Thomas J. Mullen, F. S., 81 Antrim St.; James J. Travers, B. A., 68 Plymouth St.
- Sewer Workers No. 225.* Main St., near Lafayette Sq.; 2d Fri.; Joseph Sanders, C. S., 43 School St.
- Stone Masons No. 34.* 1001 Cambridge St.; John J. Leahy, C. S., 53 Palermo St.

Canton.

- Carpenters No. 1754.* 3 Rockland St.; Fri.; Harry S. Graham, R. S., 124 Walpole St.; Benjamin S. Bolles, N. Main St., Sharon.
- Letter Carriers: Main No. 1520.* Herbert B. Estey, S., Sherman Av.

Chatham.

- Carpenters No. 1641.* Town Hall; 1st Fri.; D. S. Bassett, F. S. and B. A., E. Harwich, Mass.

Chelmsford.

- Granite Cutters* (West Chelmsford). Historical Hall, W. Chelmsford; 1st Thurs. after 15th; William R. Hunter, C. S., 615 Princeton St., Lowell.
- Paving Cutters No. 20* (West Chelmsford). Winships Hall, Church St.; 2d Mon.; Fred Augesen, S., Box 46, W. Chelmsford.

CHELSEA.

- Bag and Burlap Workers* (Ind.). 19 Everett Av.; Tues.; Harry Marcus, S., 78 Walnut St.; Morris Stone, B. A.
- Carpenters No. 443.* 220 Broadway; Mon.; John C. Noel, F. S., 37 Howard St., Revere.
- Carpenters No. 937* (Hebrew). Park Hall, 108 Park St.; Tues.; Harry Kalmanovitz, F. S., 111 Essex St.
- City Employees No. 38.* Leffs Hall, 32 Park St.; 2d Mon.; John J. Callahan, R. S., 48 Shawmut St.
- Fire Fighters No. 131.* Union Hall, 220 Broadway; 1st Wed.; Charles C. Grover, R. S., Engine No. 5.
- Iron Molders No. 129.* Union Hall, 220 Broadway; 4th Fri.; Benjamin F. Butler, C. R., 48 Bartley St., Wakefield; William John, B. A., 665 Washington St., Boston.
- Metal Sorters* (Ind.) (Rubber, Iron, and Metal Workers). 19 Everett Av.; Tues.; David Davidson, S., 233 Walnut St.; Morris Stone, B. A.
- Painters, Decorators, and Paperhangers No. 623.* Park Hall, 108 Park St.; 1st and 3d Wed.; Henry J. Barrett, R. S., 30 Hancock St., Revere.
- Rag Pickers and Sorters* (Ind.). 19 Everett Av.; Sat.; E. Spivack, R. and C. S., 94 Walnut St.; Morris Stone, B. A.
- Retail Clerks No. 88.* Central Hall, Central Sq.; 2d and 4th Tues.; James H. Hearon, Pres., 79 Tudor St.
- Shoe Workers No. 15* (Mixed) (U. S. W.). (See BOSTON.)
- Shoe Workers No. 99* (Mixed) (U. S. W.). 276 Broadway; 1st and 3d Tues.; Joseph Rubin, F. S. and B. A., 57 Fifth St.
- Street and Electric Railway Employees No. 240.* K. of C. Hall, 220 Broadway; 2d and 4th Tues.; Joseph J. Walsh, R. S., 50 Fernwood Av., Revere; James M. O'Brien, B. A., 27 Cheever St., Revere.

Chester.

- Granite Cutters: Chester Branch.* Socialist Hall, Chester Sq.; Mon. after the 15th; Jirardo DiBona, S., Box 57.
- Quarry Workers No. 48.* Engine House; 2d Tues.; Joseph Salvini, C. and F. S., R. F. D. No. 3.

CHICOPEE.

- Barbers No. 199.* A. O. H. Hall, 208 Exchange St.; 1st Tues.; Edward S. Dupuis, S., 16 Harvard St., Chicopee Falls.

## Local Trade Unions.

## CHICOPEE — Con.

- Bartenders No. 116.* A. O. H. Hall, 208 Exchange St.; 2d and 4th Sun., 2d Sun. June, July, and Aug.; A. A. Huot, S., 137 Belcher St., Chicopee Falls.
- Carpenters No. 685.* Canadian Hall, Center St.; Wed.; William Austin, R. S., 13 Myrtle St.; Thomas McCarroll, B. A., 845 Worthington St., Springfield.
- Iron Molders No. 117.* Red Men's Hall, Main St.; 1st and 3d Fri.; James A. Hopkins, C. R., 179 Montgomery St.; James A. Loveday, B. A., Lock Box 180, Hartford, Conn.
- Letter Carriers: Branch No. 641* (Chicopee Falls). At members' homes; by appointment: A. L. Martin, S., 215 Broadway, Chicopee Falls.
- Letter Carriers: Branch No. 757.* Swing Room, P. O., 37 Center St.; 1st Mon.; Albert I. Harrison, S. T., 30 Grant St.
- Loomfixers No. 89.* A. O. H. Hall, 208 Exchange St.; alt. Fri.; J. Armand Tremblay, R. S., 4 Lawrence Rd.; Jules Frigon, B. A., Ferry Lane.
- Painters, Decorators, and Paperhangers No. 299.* A. O. H. Hall, 208 Exchange St.; Wed.; James W. Swift, R. S., 23 Chapman St.
- Stationary Firemen No. 325.* William McPherson, C. S., 5 Emery St., Williamansett.
- Weavers No. 751* (Cotton Mill) (U. T. W.). Polish National Home, 140 Cabot St.; 1st Tues.; Michael F. Tryba, F. S., P. O. Box 38.

## Clinton.

- Barbers No. 652.* 168 Church St.; last Tues.; James Battista, F. S., 12 Water St.
- Bartenders No. 272.* Hotel Oxford, 116 High St.; 1st and 3d Sun.; Martin O'Malley, S.
- Bricklayers, Masons, and Plasterers No. 23.* Carpenters Hall, 36 High St.; Mon.; John J. Mitchell, R. S., 48 High St.; Edward Call, B. A., Winter St.
- Carpenters No. 858.* Carpenters Hall, 36 High St.; Thurs.; John Robinson, R. S., South Lancaster, Mass.; Oliver Jonah, B. A., 62 Madison St., Worcester.
- Letter Carriers: Branch No. 199.* Post Office, 203 Church St.; 1st Sun.; John H. O'Toole, S. T., 18 Winter St.
- Loomfixers No. 81* (Cotton). Foresters Hall, High St.; 2d Tues.; Thomas M. Ward, R. S., 184 John St.
- Metropolitan Water Workers No. 822: Wachusett Div.* A. O. H. Hall, High St.; 2d Sun.; Ernest Howe, S., S Lowe St.
- Municipal Employees No. 987.* A. O. H. Hall, High St.; 1st Sun.; William Burke, R. S., 135 Summit St.
- Painters, Decorators, and Paperhangers No. 414.* Murphy Blk., High St.; Tues.; Frank Stewart, R. S., Sterling St.

## Cohasset.

- Painters No. 445.*

## Concord.

- Carpenters No. 1593.* Urquharts Hall, Concord Centre; Wed.; Hans L. Nashe, F. S., 5 Bedford St.
- Letter Carriers: Branch No. 1143* (Concord Junction). John E. Reilly, S.
- Letter Carriers: Branch No. 1187.* Post Office; William H. Dee, S., 60 Bedford St.
- Painters, Decorators, and Paperhangers No. 239.* Carpenters Hall, Main St.; 1st and 3d Mon.; James J. Mara, S., 34 Bedford St.
- Telephone Operators No. 12A.* Union Hall, Main St.; 2d Mon.; Miss Mary Mansfield, C. S., Bedford St.; Miss Mary Gleason, B. A., 9 Devens St.

## Dalton.

- Painters, Decorators, and Paperhangers No. 1025.* Union Blk., Main St.; last Wed.; Fred F. Cary, R. S., Box 494; Thomas H. Stephens, B. A., Warren Av.

## Danvers.

- Carpenters No. 1144.* Sheffs Hall, Maple St.; Fri.; Fred McFarland, R. S., 125 Pine St.; Louis E. Dumas, B. A., 71 Washington St., Salem.
- Letter Carriers: Branch No. 773.* John W. Kirby, S.

## Dedham.

- Carpenters No. 892.* Tapley Hall, High St., East Dedham; Mon.; Reuben Carleton, R. S., 409 High St.
- Folders Protective Association No. 885* (E. Dedham). Imperial Club, Boyden St.; 1st Tues.; Richard Greene, S., Box 5, East Dedham; Thomas McMahon, B. A., 762 Atwells Av., Providence, R. I.
- Letter Carriers: Branch No. 764.* By appointment; Daniel J. Murray, S., 52 Barrows St.
- Stonemasons No. 42.* Hibernian Hall, High St.; 1st and 3d Mon.; Raymond F. Monahan, C. S., 96 Chapel St., Norwood; William McPharland, B. A., Nichols St., Norwood.
- Street and Electric Railway Employees No. 373.* Odd Fellows Hall; 1st Wed.; James E. Hobbs, R. S., 1115 Hyde Park Av., Hyde Park.

## Easthampton.

- Building Laborers No. 41.* German Hall, Clark St.; last Thurs.; Richard M. Murphy, S., 61 Mount Tom Av.; Joseph Barinshy, B. A.
- Carpenters No. 1372.* German Hall, Clark St.; 2d and 4th Fri.; William Voigt, R. S., 80 Maple St.; Adam Kurtz, B. A., Cherry St.
- Elastic Goring Weavers.* German Hall, Clark St.; 3d Mon.; Arthur Connor, S., 135 Main St.
- Letter Carriers: Branch No. 969.* Post Office Bldg.; on call; M. E. Connery, S.
- Textile Workers No. 1134.* 106 Parsons St.; 1st Wed.; A. Wardzala, S., 22 Princeton Av.

Local Trade Unions.

East Longmeadow.

*Quarry Workers No. 30.* Town Hall; 3d Tues.; William Bailey, S. T., High St.

Easton (NORTH EASTON).

*Boot and Shoe Workers No. 356* (Mixed). Kelley's Hall, Centre St.; 4th Mon.; Carl Nyquist, S. T., 21 Reynolds St.; James Downey, B. A., Lincoln St.

*Carpenters No. 784* (North Easton). Lakes Hall, Main St.; 2d Tues.; P. D. Woodworth, R. S., Box 271, N. Easton.

*Painters, Decorators, and Paperhangers No. 728.* Lakes Hall, Main St.; 1st Mon.; C. E. Peterson, F. S. T., N. Easton.

EVERETT.

*Carpenters No. 780.* Foresters Hall, 459 Broadway; Wed.; B. M. Parker, S., 186 Vine St.

*City Employees No. 901.* Emmett Hall, cor. Second St. and Boulevard; 1st Sun.; Thomas McEleney, R. S., 293 Chelsea St.

*Fire Fighters No. 143.* Central Fire Station; 1st Mon. in Mar., June, Sept., and Dec.; William L. Collins, R. S., 111 Hancock St.

FALL RIVER.

*Barbers No. 331.* Carmen's Hall, Hartwell St.; last Mon.; William Wallworth, F. S., 1039 Rodman St.

*Bartenders No. 99.* Quinlan Leary Bldg., 16 Hartwell St.; 2d and 4th Sun.; Patrick J. Mullins, S. T. and B. A., 278 Oak Grove Av.

*Bleachers No. 1044* (U. T. W.) (Dyers and Finishers). 58 Pleasant St.; alt. Fri.; August Rodriguez, S., 140 Broadway.

*Brewery Workers No. 137.* Old Colony Breweries Hall, Devol St.; last Wed.; John Mc Nerney, C. and F. S., 319 Second St.

*Bricklayers, Masons, and Plasterers No. 11.* Quinlan Leary Hall, Hartwell St.; Wed. (except holidays); Frederick B. Lawton, C. S., 69 Herman St.

*Card Room Protective Association No. 32.* Weavers Hall, 142 Second St.; 2d Wed.; James Tansey, S., Box 893.

*Carpenters No. 223.* 16 Hartwell St.; Wed.; William H. Kenyon, R. S., 124 River View St.; Charles Percival, B. A., Hyde Bldg., Second St.

*Carpenters No. 1305* (French). 42 Second St.; Wed.; Joseph Berard, S., 64 Leonard St.; Charles H. Percival, B. A.

*Cigar Makers No. 494.* By appointment; Robert McConnell, F. S. and B. A., 60 Park St.

*Doffers No. 1057* (U. T. W.). 58 Pleasant St.; Sun. (twice a month); John L. Campos, S. T.

*Electrical Workers No. 437.* Painters Hall, 21 Granite St.; 1st and 3d Mon.; Arthur W. Lawrence, R. S., 119 Rodman St.; George H. Hughes, B. A., 568 Fourth St.

FALL RIVER — Con.

*Folders No. 880, Cloth.* Eagle Hall, S. Main St.; 2d Wed.; Thomas F. Coniskey, F. S. T., 163 Brayton Av.; Thomas F. McMahon, B. A., 782 Atwells Av., Providence, R. I.

*Granite Cutters: Fall River Branch.* Weavers Hall, 142 Second St.; 1st Fri. after the 15th; August Swanson, S. T., 84 Stetson St.

*Iron Molders No. 48.* St. Mary's Band Hall, cor. Main and Bedford Sts.; 1st and 3d Wed.; John J. Lynch, C. R., E. Swansea, Mass.; Eugene L. Murphy, B. A., 116 Winslow Av., Norwood.

*Lathers No. 139.* Carpenters Hall, Hartwell St.; 2d Mon.; Hercule Moreau, F. S., 1190 Pleasant St.

*Letter Carriers: Branch No. 51.* Boys Club, Anawan St.; 1st Mon.; Patrick Dowling, R. S., 54 Kellogg St.

*Loomfixers.* Loomfixers Hall, 370 Bedford St.; 1st Wed.; Thomas Taylor, S. T.

*Machinists No. 759.* Quinlan Leary Bldg., 16 Hartwell St.; 1st and 3d Wed.; James Ainsworth, F. S., 57 Arizona St.; H. Hopwood, B. A.

*Maintenance of Way Employees No. 1050.* Wilfred Dufresne, S., 52 Lonsdale Av.

*Moving Picture Machine Operators No. 424.* Painters Hall, Granite St.; 3d Tues.; Robert W. Sheldon, S. T., 77 Barnaby St.; George H. Sullivan, B. A., 176 Buffington St.

*Mule Spinners Association No. 1, Cotton.* Weavers Hall, 142 Second St.; 2d Wed.; James Taylor, S., 160 Barlow St.

*Musicians Protective No. 216.* 34 N. Main St., Rm. 10; 1st Sun.; Frank Mellor, S., 48 Thomas St.

*Painters, Decorators, and Paperhangers No. 75.* Painters Hall, 21 Granite St.; 1st and 3d Tues.; John W. Whitworth, R. S., P. O. Box 272; William F. Kaylor, B. A., 199 Mason St.

*Paving Cutters No. 63.* Loomfixers Hall, 370 Bedford St.; William Ellis, S., Reed Rd., N. Dartmouth.

*Plumbers No. 135.* Painters Hall, 14 Granite St.; Fri.; Herbert L. Borden, R. S., 661 Maple St.; Charles H. Percival, B. A., 517 Cambridge St.

*Railroad Trainmen: Mt. Hope Lodge No. 475.* K. of P. Hall, 141 N. Main St.; 2d and 4th Sun.; William Thibeault, Pres., 45 Forest St.

*Retail Clerks No. 1120.* Granite Blk., Rm. 207; 3d Mon.; Mrs. Annie B. Cummings, S. T., 663 Walnut St.

*Retail Clerks No. 1189.* By appointment; 259 Harrison St.; Joseph LaFond, S.

*Sheet Metal Workers No. 226.* Lathers Hall, cor. of Hartwell and Fourth Sts.; 1st and 3d Mon.; Leonard Mulvery, R. S., 12 Wiley St.; William Kaylor, B. A., Globe Bldg.

*Slasher Tenders No. 51.* Weavers Hall, 142 Second St.; 2d Wed.; William Harwood, S., P. O. Box 221.

*Stationary Firemen No. 291.* 58 Pleasant St.; 1st Mon. and 3d Wed.; Daniel P. Shea, F. S. and B. A., 58 Pleasant St.

*Steam Engineers No. 165.* By appointment; 1st Fri.; Guthrie Munroe, C. S., 361 Centre St.

## Local Trade Unions.

## FALL RIVER — Con.

*Steamfitters and Helpers No. 646.* 21 Granite St.; Wed.; George H. Hughes, R. S., 568 Fourth St.

*Stereotypers No. 52.* Wilbur House; 1st Mon.; Ernest Gifford, S., 41 Juniper St., New Bedford.

*Street and Electric Railway Employees, Division No. 174.* Quinlan Leary Bldg., 16 Hartwell St.; 2d and 4th Mon.; John W. Powers, R. S., 637 Durfee St.

*Teamsters, Chauffeurs, Stablemen, and Helpers No. 639.* Carpenters Hall, Second St.; 1st and 3d Tues.; Timothy Leary, R. and C. S., 134 Pine St.; James F. Shea, B. A., 167 Central St.

*Telephone Operators No. 21A.* Moose Hall, 143 Pleasant St.; 1st Mon.; Miss Emily G. Keefe, R. S., 162 Rockland St.

*Theatrical Stage Employees No. 57.* Painters Hall, Granite St.; 3d Mon.; William A. Dillon, S. T., 237 Third St.

*Thread Workers No. 1231 (U. T. W.).* 58 Pleasant St.; 1st and 3d Thurs.; May Moores, S., 1099 S. Main St.

*Typographical No. 161.* Printers Hall, 56 Pleasant St.; 1st Fri.; Charles E. Clarke, S. T., P. O. Box 479.

*Weavers No. 24 (U. T. W.).* 58 Pleasant St.; 3d Wed.; Albert Langevin, S., 312 America St.

*Weavers Progressive Association No. 14.* Weavers Hall, 142 Second St.; 2d Wed.; James Whitehead, S., 1188 Globe St.

*Web Pressmen No. 32.* Globe Office; John M. Yuille, S. T., 202 Eugenia St., New Bedford; Joseph A. Dart, B. A., 22 Cameron St., Dorchester.

## Falmouth.

*Federal Employees No. 74 (Woods Hole).* W. H. Thomas, S., Woods Hole, Mass.

## FITCHBURG.

*Barbers No. 284.* C. L. U. Hall, 48 Wallace Av.; 4th Tues.; L. J. Demers, S., 26 Day St.

*Boiler Makers No. 299.* Clinton Rogers, S., 58 Thorndike St.

*Bricklayers, Masons, and Plasterers No. 19.* Bricklayers Hall, 352 Main St.; Mon.; Joseph J. Williams, F. S., 181 Marshall St.

*Carpenters No. 778.* C. L. U. Hall, 48 Wallace Av.; Thurs.; R. Harry Cotton, R. S., 31 Nashua St.; Albert Lafrennie, B. A., 59 Tisdale St., Leominster.

*Carpenters No. 1239.* Carpenters Hall, 140 Fairmont St.; Patric Therault, C. S., 112 Fairmont St.; Albert Lafrennie, B. A., 59 Tisdale St., Leominster.

*Cigar Makers No. 475.* 210 Water St.; 1st Fri.; John J. Sweeney, R. and F. S.

*Electrical Workers No. 256 (Telephone Workers).* B. T. Council Rooms, 13 Blossom St.; 2d and 4th Thurs.; John J. Gilmartin, R. S., 14 Water St. Lane; Albert Lafrennie, B. A., 59 Tisdale St., Leominster.

## FITCHBURG — Con.

*Electrical Workers No. 279 (Telephone Workers).* Old G. A. R. Hall, 304 Main St.; 1st Tues. and 3d Sun.; Louis F. Wood, Pres., 3 Welch Pl., Clinton.

*Granite Cutters: Fitchburg Branch.* James R. McNeil, Dist. Officer, Cherry St., Leominster.

*Iron Molders No. 97.* Bricklayers Hall, 352 Main St.; 1st and 3d Thurs.; Paul Nash, C. R., 105 Myrtle Av.; Eugene L. Murphy, B. A., 116 Winslow Av., Norwood.

*Letter Carriers: Branch No. 16.* G. A. R. Hall, 520 Main St.; 2d Tues.; W. H. Goodfellow, S.; F. W. Abbott, B. A.

*Locomotive Engineers: Wachusett Division No. 191.* Brigham Hall, 426 Main St.; 2d Sun. and 3d Tues.; Ashton D. Ross, S. T., 121 Summer St.

*Locomotive Firemen: H. P. Littlejohn Lodge No. 410.* Red Men's Hall, 22 Cushing St.; 1st and 3d Sun.; James M. Bent, R. and F. S., 46 Maverick St.

*Machinists: Rollstone Lodge No. 409.* Bricklayers Hall, 352 Main St.; 1st and 3d Tues.; Arthur K. Ray, R. S., 83 Walnut St.

*Machinists No. 1216.* Charles W. Jones, F. S., 165 Mechanic St., Leominster.

*Maintenance of Way Employees No. 84.* M. T. Cunningham, S., Gardner, Mass.

*Maintenance of Way Employees No. 530.* G. A. R. Hall, Main St.; 4th Sun.; Arthur F. Lawrence, S., P. O. Box 25, S. Acton.

*Municipal Employees No. 810.* 48 Wallace Av.; 2d and 4th Fri.; Francis H. Taylor, Pres. and B. A., 156 Kimball St.

*Musicians No. 173.* Freeman Bldg., 75 Main St.; 1st Sun.; E. L. Cook, R. S., 36 Blossom St.

*Painters, Decorators, and Paperhangers No. 175.* C. L. U. Hall, 48 Wallace Av.; 2d and 4th Mon.; Alden E. Gates, R. S., 34 Nashua St.; Albert A. Lafrennie, B. A., 59 Tisdale St., Leominster.

*Paper Makers No. 12.* Paper Makers Hall, 1080 River St.; 1st and 3d Sun.; Patrick Fleming, S., 137 Depot St., W. Fitchburg.

*Pattern Makers (Branch of Boston).* British Club Hall, 355 Main St.; 1st and 3d Mon.; Walter A. Miller, R. S., 55 Forest St.

*Plumbers and Steamfitters No. 92.* C. L. U. Hall, 48 Wallace Av.; 2d and 4th Wed.; William Hay, F. S. and B. A., 13 Blossom St.

*Railroad Trainmen: Hoosac Tunnel Lodge No. 93 (B. & M. R.R.).* K. of P. Hall, 1 Oliver St.; 2d and 4th Sun.; M. W. McInerney, Treas., 25 Congress St.

*Railroad Workers: Bay State Lodge No. 27.* 5 Oliver St.; 2d and 4th Fri.; Moses J. Bernard, Pres., 1251 Water St.; T. H. Condon, B. A., 15 Boardman St., Salem.

*Railway Clerks: Wachusett Lodge No. 106.* Old G. A. R. Hall, 304 Main St.; 1st Sun.; S. J. O'Horo, S. T., 10 Fulton St.

*Railway Conductors No. 146.* Red Men's Hall, 22 Cushing St.; 2d Sun.; A. E. Blanchard, S. T., 26 Burnap St.



Local Trade Unions.

**FITCHBURG** — Con.

- Retail Clerks No. 1302.* 48 Wallace Av.; 1st Tues.; Miss Anna Honkonen, S. T., 25 Hazel St.
- Sheet Metal Workers No. 186.* 13 Blossom St.; 1st and 3d Tues.; C. A. Sproul, R. S., 172 Central St., Leominster.
- Stationary Firemen No. 85.* F. A. C. Bldg., Wallace Av.; 1st and 4th Sun.; John J. Griffin, F. S., 84 Temple St.
- Street and Electric Railway Employees No. 690.* Old G. A. R. Hall, Depot Sq.; 1st Thurs.; Clarence E. Lord, F. S. T., 5 Holt St.
- Telephone Operators No. 11A.* Trade Council Hall, 10 Blossom St.; 2d and 4th Mon.; Miss Grace J. Flaherty, Pres., 14 Wood St.
- Textile Workers No. 1215.* 48 Wallace Av.; Sun.; Edward Matson, C. S., P. O. Box 59.
- Theatrical Stage Employees No. 86.* C. L. U. Hall, 48 Wallace Av.; 3d Sun.; J. E. Hastings, R. S., 215 River St.; F. J. Charlton, B. A., 98 Blossom St.
- Typographical No. 623.* C. L. U. Hall, 48 Wallace Av.; 1st Mon.; W. W. Farnsworth, F. S., 31 Ash St.
- Yarn Workers No. 1152.* K. Fitzpatrick, S., 3 Bradford St.

**Foxborough.**

- Iron Molders No. 323* (Foxborough and Norwood). (See NORWOOD.)

**Framingham** (SOUTH FRAMINGHAM).

- Barbers No. 389.* C. L. U. Hall, 12 Howard St.; 1st and 3d Tues.; Philip A. Ward, C. and F. S., Nobscot Blk.
- Boiler Makers and Iron Ship Builders and Helpers No. 482.* C. L. U. Hall, 12 Howard St.; 2d and 4th Thurs.; William E. Gallagher, R. and C. S., 217 Waverly St.; Iver Dahlroth, B. A., R. F. D., Winter St.
- Bricklayers, Masons, and Plasterers No. 51.* C. L. U. Hall, 12 Howard St.; 1st and 3d Wed.; Hugh J. Devine, F. and C. S., Sanger Hill, Worcester Rd.
- Carpenters No. 860.* C. L. U. Hall, 12 Howard St.; 1st and 3d Mon.; Charles A. Greene, R. S., 57 Worcester Rd.
- Electrical Workers No. 766.* C. L. U. Hall, 12 Howard St.; 2d and 4th Tues.; E. F. Fletcher, F. S., 38 Proctor St.
- Letter Carriers: Branch 334.* Living Room, P. O.; on call of Pres.; D. F. Brown, Pres.; George E. Fairbanks, S., 5 Summit St.
- Molders No. 334.* C. L. U. Hall, 12 Howard St.; 2d and 4th Wed.; Arthur F. O'Malley, R. S., 24 Hayes St.; S. Holman Dodge, C. S., 114 Hollis St.
- Musicians No. 393.* (See NATICK.)
- Painters, Decorators, and Paperhangers No. 563.* C. L. U. Hall, 12 Howard St.; 2d and 4th Mon.; J. P. Doyle, C. S., Mountvale, Framingham; O. U. Cheney, F. S., 10 Hollis St.
- Railroad Signalmen.* (See BOSTON.)

**Framingham** (SOUTH FRAMINGHAM) — Con.

- Railroad Trainmen: Framingham Lodge No. 236.* K. of P. Hall, Smiths Blk., Irving Sq.; 1st Sat. and 3d Sun.; Fred Cahill, S., 68 Sawin St., Marlborough.
- Railroad Carmen No. 403.* Labor Temple, 62 Madison St., Worcester; 2d Thurs.; Arthur Cobill, R. S., 187 Hamilton St., Worcester; Charles Higgins, B. A., 5 Orient St., Worcester.
- Railway Clerks No. 194.* Foresters Hall, Smiths Blk.; 2d Thurs.; Clifton E. Gassett, S. T., 3 Webster St.; E. J. Murphy, B. A., Cedar St.
- Street and Electric Railway Employees No. 620.* C. L. U. Hall, Howard St.; 2d and 4th Tues.; Francis E. Fletcher, S., 162 Worcester Rd.; W. C. Wright, B. A., Concord St.
- Telephone Operators No. 7A* (S. F.). C. L. U. Hall, Howard St.; 3d Thurs.; Miss Virginia Fair, F. S., 8½ Eames St.; Mrs. Alton Rodenheiser, B. A., Greenhalge Rd.
- Typographical No. 495.* Nobscot Blk., Concord St.; 1st Fri.; Thomas J. Pickles, R. S., 10 Morse Av., Natick.

**Franklin.**

- Carpenters No. 102* (Bridge and Building) (Hyde Park). Unity Hall, 724 Washington St., Boston; 4th Wed.; Wm. J. McDonough, R. S., 3 Whitney Park, Mattapan.
- Carpenters No. 1230.* Red Men's Hall, Main St.; 1st Mon.; Hugh Larmour, R. S., Box 141.
- Letter Carriers: Branch No. 923.* Post Office; 1st Mon.; Richard F. Costello, R. S.
- Molders No. 372.* City Sq. Hall, 1st Tues. and Carpenters Hall, Milford, 3d Sun.; George H. Perkins, F. S., 230 Perkins St., R. F. D.

**Freetown.**

- Textile Workers No. 1067* (Bleachers, Finishers, and Dyers). Thwaites, Mass.; 1st Sun.; Horace Wall, F. S., Assonet, Mass.

**Gardner.**

- Barbers No. 550.* 12 W. Lynde St.; last Mon.; Joseph A. Bourgeois, F. S., 198 Parker St.
- Bartenders No. 370.* Barthels Hall, 1 Oak St.; 2d Sun.; David T. Joyce, S. T., 194 Pleasant St.
- Bricklayers, Masons, and Plasterers No. 44.* 46 Parker St.; 4th Wed.; John A. Mulcahy, C. S., 173 Temple St.
- Carpenters No. 570.* Barthels Hall, 1 Oak St.; 1st and 3d Thurs.; P. Vaillancourt, R. S., 6 Moran St.
- Carpenters No. 1001* (Reed and Rattan Workers). Barthels Hall, 1 Oak St.; 2d and 4th Thurs.; Arthur J. Gingras, R. S., 196 Logan St.; John Morgan, B. A.
- Carpenters No. 1852* (Furniture and Wood Workers). Barthels Hall, 1 Oak St.; 2d and 4th Wed.; Joseph J. Careau, S. T., 270 Parker St.
- Letter Carriers: Branch No. 747.* Howe Blk., Chestnut St.; 3d Mon.; Charles A. Thrower, S. T., 149 High St.

## Local Trade Unions.

## Gardner — Con.

*Painters, Decorators, and Paperhangers No. 771.*  
Barthels Hall, 1 Oak St.; 1st and 3d Tues.;  
James J. Morrissey, F. S., 232 Parker St.  
*Painters No. 959.* James B. Moore, S., 81 Ash St.  
*Retail Clerks No. 347.* Barthels Hall, 1 Oak St.;  
last Fri.; Frank A. Gilchrist, S., Mansion House.

## GLOUCESTER.

*Barbers No. 375.* Odd Ladies Hall, 171 Main St.;  
2d Wed.; M. L. Amaral, C. and F. S., 239  
Main St.  
*Bartenders No. 151.* C. L. U. Hall, Main St.; 2d  
Sun.; Wilmot E. Dench, F. S., 20 E. Main St.;  
Arthur Parsons, B. A., 3 Fair St.  
*Blacksmiths No. 129.* Donald McPherson, Jr., S.,  
58½ Granite St.  
*Bricklayers, Masons, and Plasterers No. 21.* Andrews  
Hall, Main St.; 1st Wed.; Fred B. Saunders,  
C. S., Annisquam, Mass.  
*Carpenters No. 910.* Girls Club Hall, 185 Main St.;  
1st and 3d Mon.; Frank L. Rich, R. S., Myrtle  
Sq.; Ernest H. Griffin, F. S., 5 Arbor St.  
*Cigar Makers No. 324.* 1st Tues.; Manuel A. Nunes,  
F. S., 14 Short St.  
*Electrical Workers No. 699.* C. L. U. Hall; 1st and  
3d Tues.; Sylvester D. Deering, R. and F. S.,  
41 Western Av.  
*Fishermen's Union of the Atlantic (Gloucester Branch).*  
Assembly Hall, 209 Main St.; Thurs.; Newman  
Shea, B. A.  
*Fish Splitters and Handlers No. 14270.* Fishworkers  
Hall, 97 Main St.; 1st and 3d Mon.; William  
D. Howell, S., 358 Maplewood Av.  
*Fish Workers No. 14307.* Manchester Unity Hall,  
97 Main St.; Thurs.; Joseph G. Grace, S., 66  
Perkins St.; C. F. Bocken, B. A., 13 Clarendon St.  
*Granite Cutters: Cape Ann Branch (Gloucester and  
Rockport).* Pythian Hall, Lanesville; 3d Tues.;  
Hart Harris, C. S., 973 Washington St.  
*Hod Carriers, Building and Common Laborers No.*  
*328.* 97 Main St.; 1st Mon.; Matti Tulla, S.,  
23½ Mansfield St.  
*Letter Carriers: Branch No. 107.* Letter Carriers  
Hall, 44 Washington St.; Charles E. Story,  
R. S., 39 Prospect St.  
*Musicians No. 324.* Safe Deposit and Trust Co.  
Hall, 191 Main St.; 2d Sun.; James Rose, S.,  
58 Perkins St.  
*Painters No. 178.* Fishworkers Hall, 97 Main St.;  
Wed.; John E. Carrigan, S., 5 Mason Court;  
Louis Francis, B. A., 10 Cross St.  
*Paving Cutters No. 53 (Lanesville).* Langsford St.  
Hall; 2d Fri.; Andrew G. Cederstrom, S.,  
1245 Washington St., Lanesville.  
*Plumbers and Steamfitters No. 482.* Andrews Hall,  
Main St.; 2d and 4th Tues.; William R. Lufkin,  
R. S., 27 Chapel St.  
*Quarry Workers No. 81.* Wainola Hall, Langsford  
St.; 1st Fri.; William Stephens, C. S., 55  
Langsford St.  
*Street and Electric Railway Employees No. 270.* Odd  
Ladies Hall, 171 Main St.; 1st Fri.; Millard J.  
Whidden, F. S. and T., 28 Hartz St.

## Great Barrington.

*Bartenders No. 731.* Foresters Hall, 3 Railroad St.;  
2d Sun.; John J. Veeley, F. S., Box 52.  
*Bricklayers, Masons, and Plasterers No. 49.* Colombo  
Hall; 1st and 3d Mon.; Patrick R. Noonan,  
C. S., Forest Av.; Charles Viola, Sr., B. A.  
*Carpenters No. 1045.* G. A. R. Hall, Bridge St.;  
1st and 3d Tues.; William C. Morrison, R. S.,  
26 Higgins St.  
*Hod Carriers, Building, and Common Laborers No.*  
*319.* Colombo Hall, Main St.; 2d and 4th  
Wed.; Michael Rolandy, S.  
*Letter Carriers: Branch No. 921.* 321 Main St.;  
H. A. Turner, S.  
*Painters, Decorators, and Paperhangers No. 627.*  
Moose Hall, 1st and 3d Tues.; William A.  
McCarty, R. S., Housatonic, Mass.  
*Telephone Operators No. 23A.* (See PITTSFIELD.)

## Greenfield.

*Barbers No. 265.* Sauters Barber Shop, Main St.;  
last Mon.; H. O. Winklerholde, C. and F. S.  
and B. A., Elm House (Barber Shop).  
*Bartenders No. 147.* Commonwealth Hall, Main St.;  
last Sun.; Charles J. St. Lawrence, S., 37 Union  
St.  
*Blacksmiths No. 450.* Union Hall; last Sun.; W. E.  
Matteson, S., 92 Chapman St.; Harry W. Cook,  
Pres., Box 297.  
*Boiler Makers: Franklin Lodge No. 517 (B. & M.  
R.R.).* (See NORTHAMPTON.)  
*Bricklayers and Plasterers No. 36.* Commonwealth  
Hall, 236 Main St.; 3d Wed.; U. N. Streeter,  
C. S., 17 Shelburne St.  
*Carpenters No. 549.* Commonwealth Hall, Main St.;  
2d and 4th Wed.; M. L. Partenheimer, R. S.  
Summer St.; F. Newton Allen, F. S., 13 Quincy  
St.  
*Electrical Workers No. 161.* Mohawk Hall, 134  
Main St.; 1st Tues.; Eugene S. Henderson,  
R. S., 272 Chapman St.  
*Iron Molders No. 347 (Turners Falls).* Firemen's  
Hall, Third St., Turners Falls; 1st Mon.; John  
Chapple, S., Riverside, Turners Falls, Mass.;  
James A. Loveday, B. A., Lock Box 180, Hart-  
ford, Conn.  
*Letter Carriers: Branch No. 261.* Gottlieb J. Stark,  
S. T., 18 Power Ct.  
*Locomotive Engineers: Deerfield Valley Division No.*  
*112.* K. of P. Hall, Sheldon Blk., Main St.;  
2d and 4th Sun.; Edwin Warren, S. T., 51  
Riddell St.  
*Locomotive Firemen No. 549.* Commonwealth Hall,  
236 Main St.; 1st Tues. and 3d Sun.; R. Beebe,  
S., 39 Montague City Rd.  
*Machinists No. 481.* Commonwealth Hall, 236  
Main St.; 2d and 4th Wed.; Henry E. Hayes,  
F. S., 153 Hope St.; James Murphy, B. A.  
*Machinists Helpers No. 382.* Union Hall, 236 Main  
St.; 2d Tues.; Carl Eichenauer, S. T., 58 Chap-  
man St.  
*Maintenance of Way Employees No. 1419.* George  
Fenck, S., Shelburne Falls, Mass.

Local Trade Unions.

**Greenfield — Con.**

- Musicians No. 621* (Franklin County). Band Room; 2d Sun.; Charles M. Bickford, S. T., 19 Prospect Av.
- Painters, Decorators, and Paperhangers No. 844*. Commonwealth Hall, 236 Main St.; 2d and 4th Mon.; Albert H. Aikens, R. S., St. James Ct.; Edward Cromack, F. S., 178 Conway St.
- Plumbers and Steamfitters No. 406*. Commonwealth Hall, 236 Main St.; 2d and 4th Tues.; Walter V. Siswick, F. S., 52 Allen St.
- Railroad Trainmen No. 426*. K. of P. Hall; 1st and 3d Sun.; Harry C. Day, S., 40 Allen St.
- Railroad Workers: Greenfield Lodge No. 109*. Commonwealth Hall, 236 Main St.; 1st and 3d Thurs.; F. H. Shumway, S. T., Park Av.
- Railway Carmen: Port Seat Lodge No. 687*. Commonwealth Hall, 236 Main St.; 2d Mon.; Charles L. Sawtelle, R. S., 8 Lincoln St.; Philip Bunnell, B. A., 179 Ave. A, Turners Falls.
- Railway Clerks No. 33*. Mohawk Chambers, Small Hall, Main St.; 3d Mon.; Kenneth M. Qua, R. S., 9 West St.
- Telephone Operators No. 72A*. K. of P. Hall, Sheldon Bldg.; 1st Mon.; Miss Katherine E. Byrnes, S., 12 Carpenter Lane.
- Typographical No. 687*. 11 Miles St.; 1st Sun.; James H. Russell, S. T., 3 Oak St.

**Hamilton.**

- Carpenters No. 876*. Jones Bldg., S. Hamilton; 1st and 3d Mon.; Ray G. Knowlton, R. S., Box 54, Wenham; Louis E. Dumas, B. A., 71 Washington St., Salem.

**Harwich.**

- Painters, Decorators, and Paperhangers No. 745*. A. E. Ellis, S., W. Harwich, Mass.

**HAVERHILL.**

- Allied Shoe Workers No. 1*. Rms. 32 and 33, Academy of Music Bldg.; Thurs. and Fri.; Herbert Williams, S. and B. A., 15 How St.
- Bakers No. 41*. B. & S. W. Hall, 2 Gilman Pl.; 1st and 3d Sat.; Peter J. Fyfe, S. T., 82 Locust St.
- Barbers No. 391*. Labor Temple, 2 Gilman Pl.; last Thurs.; Placid E. Moran, C. and F. S., 6 Locust St.
- Bartenders No. 93*. Labor Temple, 2 Gilman Pl.; 4th Sun.; Edward F. Jones, F. S., 87 Franklin St.
- Bricklayers and Masons No. 17*. Labor Temple, 2 Gilman Pl.; 1st and 3d Mon.; John P. McCarthy, F. S., 25 Hale St.
- Carpenters No. 82*. Labor Temple, 2 Gilman Pl.; Tues.; John B. Riley, S., 487 Washington St.; W. H. Brown, B. A.
- Cigar Makers No. 226*. Labor Temple, 2 Gilman Pl.; 3d Thurs.; Ernest A. Manning, S. T., 59 Merrimack St.
- Cutters No. 7* (S. W. P.). S. W. P. Hall, 47 Locust St.; Wed.; William T. Caswell, S. and B. A.

**HAVERHILL — Con.**

- Cutters No. 191* (B. & S. W.). Labor Temple, 2 Gilman Pl.; Tues.; Harold G. Baxter, B. A., 3 Temple St.
- Cutters No. 453*. (See *Sole Leather Cutters and Sorters No. 453*.)
- Cutting Die and Cutter Makers No. 310*. Labor Temple, 2 Gilman Pl.; 2d Wed.; Frank J. Kiley, R. S., 29 Washington Av.
- Electrical Workers No. 470*. Labor Temple, 2 Gilman Pl.; 2d and 4th Tues.; Robert E. McRay, R. S., William F. Langton, B. A.
- Hat Finishers Association No. 2, U. S. Wool*. Labor Temple, 2 Gilman Pl.; 2d Thurs.; Robert B. Lord, S., 47 Fourth Av.
- Hatters No. 25, United* (Straw Hat Makers). Labor Temple, 2 Gilman Pl.; 2d and 4th Mon.; Miss Elizabeth B. Clough, C. S., 49 Jordan St.
- Lasters No. 26* (B. & S. W.). Labor Temple, 2 Gilman Pl.; 1st and 3d Thurs.; Percy A. Ducey, S. T.
- Laundry Workers No. 144*. Labor Temple, 2 Gilman Pl.; 1st and 3d Wed.; Mrs. Rosetta F. Allard, F. S., 2 Cherry St.
- Letter Carriers: Branch No. 26*. Master Plumbers' Hall, 8 Main St.; Percy R. Colby, S.
- Machine Operators No. 1* (B. & S. W.). Labor Temple, 2 Gilman Pl.; 1st and 3d Wed.; Percy A. Ducey, S. T.
- Machine Workmen No. 1* (S. W. P.). S. W. P. Hall, 47 Locust St.; Fri.; S. J. Pothier, S.; Joseph Goyette, B. A.
- Machinists' Merrimack Lodge No. 1208*. Labor Temple, 2 Gilman Pl.; Fri.; John Collins, S., 214 Winter St.
- Moving Picture Machine Operators No. 397*. Labor Temple, 2 Gilman Pl.; 1st Tues.; Wm. M. Bray, S., 15 How St.
- Musicians No. 302*. Labor Temple, 2 Gilman Pl.; 1st Sun.; Harry J. Banan, S., 81 Blossom St., Bradford.
- Packing Room Employees No. 471* (B. & S. W.). Labor Temple, 2 Gilman Pl.; 3d Thurs.; Percy A. Ducey, S. T.
- Painters No. 517*. Labor Temple, 2 Gilman Pl.; 1st and 3d Tues.; Wendell S. Palmer, R. S., 261 Main St., Groveland; William F. Langton, B. A.
- Plasterers No. 118*. Labor Temple, 2 Gilman Pl.; 1st and 3d Wed.; James Hunt, C. S., 93 Bellevue Av.; Matthew Brennan, B. A., 31 Willie St.
- Plumbers, Gasfitters, Steamfitters, and Steamfitters' Helpers No. 486*. Labor Temple, 2 Gilman Pl.; 1st and 3d Wed.; William F. Langton, S. T. and B. A.
- Sheet Metal Workers No. 606*. Labor Temple, 2 Gilman Pl.; 1st Fri.; Stephen H. Comeau, C. S., Rosemont St.; William F. Langton, B. A.
- Shoe Packers No. 287*. (See *Treers No. 287*.)
- Shoe Workers Protective No. 8*. S. W. P. Hall, 47 Locust St.; Mon.; S. J. Pothier, S.; Augustus Foster, B. A.

## Local Trade Unions.

**HAVERHILL** — Con.

- Shoe Workers Protective No. 9.* S. W. P. Hall, 47 Locust St.; Thurs.; S. J. Pothier, S.; Jacob Butler, B. A.
- Shoe Workers Protective No. 10* (Stitching Room Employees). Moose Hall, West St.; Mon.; S. J. Pothier, S., 47 Locust St.; Joseph Goyette, B. A., 47 Locust St.
- Sole Leather Cutters and Sorters No. 453* (B. & S. W.). Labor Temple, 2 Gilman Pl.; 1st and 3d Tues.; Percy A. Ducey, S. T.
- Sole Leather Workers No. 341* (B. & S. W.). Labor Temple, 2 Gilman Pl.; 4th Thurs.; Percy A. Ducey, S. T.
- Stationary Firemen No. 307.* Labor Temple, 2 Gilman Pl.; 2d and 4th Thurs.; William A. Wedge, R. S., 32 Orchard St., Bradford; Joseph Flanagan, Acting B. A., 75 Lawn St., Roxbury.
- Stitchers No. 6* (Women) (B. & S. W.). Labor Temple, 2 Gilman Pl.; 2d and 4th Wed.; Percy A. Ducey, S. T.
- Street and Electric Railway Employees No. 503.* Labor Temple, 2 Gilman Pl.; 1st and 3d Thurs.; Hazen S. Huntington, R. S., 25 Brookline Av.; Alva Kneeland, B. A., 22 Crescent St.
- Tailors No. 293.* B. & S. W. Hall; 1st Mon.; John Burger, F. S., 21 Emerson St.
- Teamsters No. 327.* Labor Temple, 2 Gilman Pl.; 2d and 4th Wed.; John Macdougall, S. T.
- Telephone Operators No. 20A.* Engineers Hall, 8 Main St.; Miss Hazel Morrison, R. S., 5 Arch St.
- Theatrical Stage Employees No. 381.* Academy of Music, 103 Merrimack St.; 1st Tues.; William Coogan, S., 46 Portland St.; William Law, B. A., 65 Orchard St.
- Treers No. 287* (B. & S. W.). Labor Temple, 2 Gilman Pl.; 2d and 4th Mon.; Percy A. Ducey, S. T.
- Turn Workmen No. 2* (B. & S. W.). Labor Temple, 2 Gilman Pl.; 2d and 4th Tues.; Percy A. Ducey, S. T.
- Turn Workmen No. 2* (S. W. P.). S. W. P. Hall, 47 Locust St.; Tues.; S. J. Pothier, S.; Joseph Goyette, B. A.
- Typographical No. 38.* Labor Temple, 2 Gilman Pl.; 1st Wed.; William I. Huston, S. T., 69 Auburn St.
- Wood Heel Makers* (Ind.). Socialist Hall, 82 Merrimack St.; Mon.; David S. Bancroft, S. and B. A.

**Hingham.**

- Bricklayers, Masons, and Plasterers No. 7.* Daniel J. Thompson, S.
- Carpenters No. 424.* Carpenters Hall, Ford Bldg.; 2d and last Tues.; Howard Inman, R. S., Box 113; Leroy W. Beedle, B. A., 56 Hobart St., E. Braintree.
- Electrical Workers No. 673* (Mixed). Good Templars Hall, North St.; 1st and 3d Thurs.; Albert M. Kimball, F. S. T., Hingham Ctr., Mass.
- Federal Employees No. 51.* Cycle Hall, North St., 1st and 3d Sun.; Francis McCormack, Pres., 19 Putnam St., E. Weymouth.

**Hingham** — Con.

- Painters, Decorators, and Paperhangers No. 683.* Carpenters Hall, North St.; 1st and 3d Fri.; Philip C. Reilly, R. S., 31 Thaxter St.

**Holbrook.**

- Boot and Shoe Workers No. 78* (Mixed). Pythian Hall, Franklin St.; 1st and 3d Fri.; Patrick A. Mack, F. S., Weston St.

**Holliston.**

- Boot and Shoe Workers No. 180* (Mixed). M. C. O. F. Hall, 4 Central St.; 2d and 4th Mon.; W. F. Haley, S. T. and B. A., Church St.

**HOLYOKE.**

- Bakers No. 96.* Carpenters Hall, 437 High St.; 2d and 4th Sat.; Henry R. Pigeon, S. T., 241 E. Dwight St.; William T. McDuff, B. A., 14 Myrtle Av., Elmwood.
- Barbers No. 545.* Red Men's Hall, 288 High St.; 1st and 3d Wed.; Philip L. McKiernan, C. and F. S., 140 Elm St.
- Bartenders No. 81.* Carpenters Hall, High St.; 1st and 3d Sun.; John L. Rae, S., 90 Hampshire St.
- Boiler Makers No. 621.* Carpenters Hall, 437 High St.; 2d and 4th Tues.; George Mounchamp, F. S., 43 Olive St., Willimansett.
- Brewery Workmen No. 123.* A. O. H. Hall, cor. Front and John Sts.; 4th Wed.; Wilhelm F. Diller, F. S., 111 Smith St., Willimansett.
- Bricklayers, Masons, Plasterers, and Cement Finishers No. 2.* Silverman Bldg., 437 High St.; Mon.; William Hall, R. and C. S., 30 St. Jerome Av.
- Building Laborers No. 432.* Carpenters Hall, 437 High St.; Wed.; Arthur J. Milton, F. S., 168 Appleton St.
- Carpenters No. 390* (French). Monument National Hall, 180 Appleton St.; Thurs.; Philippe Dammour, R. S., 526 Summer St.; George H. Lane, B. A., 437 High St.
- Carpenters No. 656* (English). Carpenters Hall, 437 High St.; Mon.; Martin Moynihan, R. S., 17 Clinton Av.; George H. Lane, B. A.
- Carpenters No. 1350* (Millwrights). Carpenters Hall, 437 High St.; Fri.; J. M. Prilay, F. S., 83 Jackson St.; George H. Lane, B. A.
- Carpenters No. 1881* (Shop Men). Carpenters Hall, 437 High St.; Fri.; Archie Hunter, C. S., 319 Walnut St.; George H. Lane, B. A.
- Cigar Makers No. 51.* Artisan Hall, 214 Maple St.; 2d Mon.; Timothy J. Griffin, C. and F. S., 136 Oak St.
- Coal Teamsters and Helpers No. 198.* A. O. H. Hall, cor. Front and John Sts.; 1st and 3d Wed.; Wallace L. Bigelow, R. S., 87 Walnut St.
- Cooks and Waiters No. 619.* Artisan Hall, 214 Maple St.; 2d and 4th Tues.; Alfred A. Mayer, S. T., 400 High St.
- Electrical Workers No. 707.* Red Men's Hall, 288 High St.; 2d and 4th Mon.; Fred T. Moos, R. S., 3 Taylor St., S. Hadley Falls.

Local Trade Unions.

**HOLYOKE — Con.**

- Fire Fighters No. 40.* 206 Maple St.; 1st and 3d Tues.; William R. Flanagan, S., 47 Mosher St.
- Granite Cutters* (Inc. Springfield). Red Men's Hall, 288 High St.; 3d Fri.; Alexander Macdonald, S. T. and B. A., 10 Bristol Pl.
- Iron Molders No. 115.* Monument National Hall, 180 Appleton St.; 2d and 4th Fri.; Michael A. Connor, C. R. and F. S., 19 Clinton Av.
- Lathers No. 31.* Monument National Hall, 180 Appleton St.; 1st Tues.; Eugene Bebeau, F. S., 7 Grave St., S. Hadley Falls; George H. Lane, B. A., 437 High St.
- Letter Carriers: Branch No. 379.* Swing Room, Post Office; 1st Wed.; Otto H. Unterdorfel, S., 15 Clark St.
- Lithographers No. 21.* (See SPRINGFIELD.)
- Loomfixers No. 197.* Caledonian Hall, 189 High St.; 1st and 3d Fri.; George Domingue, C. S., 833 Dwight St.
- Loomfixers No. 907* (U. T. W.). Artisan Hall, 214 Maple St.; 1st Fri.; Wilfred J. Beaudry, F. S., 554 Summer St.
- Machinists No. 410.* Mule Spinners Hall, 189 High St.; 1st and 3d Fri.; John P. Bleasius, C. S., 34 Hitchcock St., Elmwood.
- Moving Picture Operators No. 382.* Artisan Hall, 214 Maple St.; 1st Thurs.; David S. Taylor, S. and B. A., 650 Dwight St.
- Mule Spinners.* Spinners Hall, 189 High St.; 2d Mon.; Edward Ryan, S., Box 253.
- Musicians Protective No. 144.* City Band Hall, 344 Dwight St.; 1st Sun.; Fred F. West, S. T., 694 Dwight St.
- Painters, Decorators, and Paperhangers No. 253.* Carpenters Hall, 437 High St.; Tues.; William Cashman, R. S., 92 Jackson St.
- Paper Makers: Eagle Lodge No. 1.* Paper Makers Hall, 205 High St.; 1st and 3d Sun.; W. B. Clements, B. A.
- Paper Makers No. 24* (Cutter Workers). Paper Makers Hall, 205 High St.; 2d and 4th Tues.; Miss Mary A. Kennedy, R. S., 13 Chapel Av., Williamansett; William B. Clements, B. A.
- Paper Makers No. 169* (Magazine and Rag Room Workers). Paper Makers Hall, 205 High St.; 2d Tues.; Miss Mary Carlon, S.; William B. Clements, B. A.
- Pattern Makers Association.* (See SPRINGFIELD.)
- Plumbers and Gasfitters No. 233.* Carpenters Hall, 437 High St.; 2d and 4th Mon.; Frank R. Elting, S. T., 2 River Ter.; George H. Lane, B. A.
- Printing Pressmen and Assistants No. 45.* Temperance Hall, 236 Maple St.; 1st Tues.; John J. Bowler, F. S., 31 Franklin St.
- Railroad Trainmen No. 557.* Hotel Hamilton; 1st and 3d Sun.; Edgar Mew, S., 14 Newton St.
- Railway Clerks No. 128.* G. A. R. Hall, High St.; 1st Mon.; Charles H. E. Moran, S. T., 130 Brown Av.; P. J. Cronin, B. A., 148 Nonotuck St.
- Roofers No. 42, Slate and Tile.* (See SPRINGFIELD.)
- Sheet Metal Workers No. 155.* Carpenters Hall, 437 High St.; 2d and 4th Wed.; John W. Stocks, F. S., 45 Walcott St.; George H. Lane, B. A.

**HOLYOKE — Con.**

- Stationary Firemen No. 4.* A. O. H. Hall, cor. Front and John Sts.; Fri.; Charles R. Moreau, F. S., 585 Bridge St.
- Steam and Operating Engineers No. 466.* Paper Makers Hall, 205 High St.; 1st and 3d Sun.; Francis J. Mongeau, C. and R. S., 936 Dwight St.; John Kirley, B. A., 200 E. Dwight St.
- Steamfitters and Helpers No. 622.* Spinners Hall, 189 High St.; 2d and 4th Tues.; Edward Grant, F. S., 84 Ridgewood Av.; George H. Lane, B. A., 425 High St.
- Stone Cutters.* (See SPRINGFIELD.)
- Street and Electric Railway Employees No. 537.* Carpenters Hall, 437 High St.; 2d and 4th Tues.; Alfred N. Gelinas, F. S., 97 Bower St.
- Tailors No. 245.* Paper Makers Hall, 205 High St.; 1st and 3d Mon.; Joseph Milos, R. S., 41 Chestnut St.
- Teamsters No. 187.* Artisan Hall, 214 Maple St.; 1st Fri.; Urban Fleming, S.
- Telephone Operators No. 44.* Caledonian Hall; 1st and 3d Mon.; Miss Mary Daley, R. S., 18 Lynwood Av.
- Theatrical Stage Employees No. 89.* Carpenters Hall, 437 High St.; 1st Sun.; Eugene Joyall, R. S., Williamansett, Mass.; Michael J. Crane, B. A., 232 Lyman St.
- Typographical No. 253.* Artisan Hall, 214 Maple St.; 4th Mon.; Charles T. Fahey, S. T., 31 Pearl St.
- Wire Weavers Benevolent and Protective Association: Eastern Division.* (See SPRINGFIELD.)
- Wool Sorters No. 7.* Carpenters Hall, 437 High St.; last Fri.; Harry Symonds, S. T., 317 Appleton St.

**Hudson.**

- Carpenters No. 400.* Hurlburt Hall, Main St.; 2d Tues.; Peter Courtemarsche, R. S.; George E. Bryant, F. S., 176 Washington St.
- Letter Carriers: Branch No. 1038.* At members' houses; 1st and 3d Thurs.; W. J. Busby, S., 38 Park St.
- Typographical No. 281.* (See MARLBOROUGH.)

**Hull.**

- Carpenters No. 1645.* Bryan's Hall, 45 H St., Bay Side; 1st Wed.; W. W. Reddie, R. S., 56 Main St.; Leroy W. Beedle, B. A., 56 Hobart St., E. Braintree.

**Ipswich.**

- Carpenters No. 1159.* A. O. U. W. Hall, S. Main St.; Fri.; Fred W. Dunningham, S., 48 East St. Louis Dumas, B. A., 71 Washington St., Salem.
- Granite Cutters.* Robert J. Bruce, Dist. Officer, 8 Brownsville St.
- Letter Carriers: Branch No. 1279.* Post Office, 46 Central St.; on call; William J. Barton, S., 50 Argilla Rd.

## Local Trade Unions.

## LAWRENCE.

*Bakers No. 23.* 84 Margin St.; 2d and 4th Sat.; Michael Fitzsimmons, R. S.

*Barbers No. 235.* Red Men's Hall, 272 Essex St.; 4th Mon.; Joseph E. Bradley, C. and F. S., 680 Essex St.

*Bartenders No. 90.* S. W. V. Hall, 2 Saratoga St.; 1st and 3d Sun.; James McGurn, R. S., 65 Alder St.; James F. Hickey, B. A., 435 Essex St.

*Bill Posters and Billers No. 58.* Theatrical Trades Council Hall, 264 Essex St.; 2d Sun.; T. J. Plomondon, S., 54 English St., Peabody; C. J. Roche, B. A., 107 Bailey St.

*Boot and Shoe Workers No. 119.* Franco-American Hall, 253 Lowell St.; 2d and 4th Mon.; George McCarthy, B. A., 43 Broadway.

*Bottlers and Drivers No. 119.* Franco-American Hall, 253 Lowell St.; 1st and 3d Sun.; Anthony Walsh, F. S., 15 Elizabeth St.

*Brewery Workers No. 125.* Bavarian Hall, 51 Knox St.; 4th Mon.; Max Petzold, S., 27 Sylvester St.

*Bricklayers and Masons No. 10.* Labor Hdqtrs., 665 Essex St.; Fri.; A. Harry Clark, C. S., 25 Woodland St.; Michael O'Brien, S. T., 293 Hampshire St.

*Building Laborers No. 175.* 180 Essex St.; 2d and 4th Thurs.; Carlo Carata, S., 74 Common St.; John J. Hill, B. A., 31 Farnham St.

*Building Laborers No. 219.* 180 Essex St.; 2d and 4th Wed.; Francisco Grassa, S., 277½ Common St.

*Building Laborers No. 228.* Labor Hdqtrs., 665 Essex St.; 1st and 3d Mon.; Bernard O'Neill, S., 98 Tremont St.; John J. Hill, B. A., 31 Farnham St.

*Carpenters No. 111.* Labor Hdqtrs., 665 Essex St.; Tues.; Herbert Towle, R. S., 265 High St.; Mervin J. Boomhower, B. A., 48 Holly St.

*Carpenters No. 551 (French).* Franco-American Hall, 253 Lowell St.; Fri.; Edmund Geichnette, F. S., 28 Farley St.; Mervin J. Boomhower, B. A., 48 Holly St.

*Carpenters No. 1092 (Shop Men).* Labor Hdqtrs., 665 Essex St.; 2d and 4th Mon.; Napoleon J. Harnois, R. S., Box 8, Salem Depot, N. H.; Mervin J. Boomhower, B. A., 48 Holly St.

*Carpenters No. 1566 (German).* Turn Hall, 44 Park St.; 1st Wed.; Frank Stoehrer, R. S., 15 Saxonia Av.

*Carpenters No. 1896 (Box Makers).* Franco-American Hall, 253 Lowell St.; 2d and 4th Tues.; Louis Jacques, R. S.; Mervin Boomhower, B. A., 48 Holly St.

*Carpet Weavers No. 1113 (Art Square) (U. T. W.).* Franco-American Hall, 253 Lowell St.; 2d and 4th Thurs.; George Dunn, Pres., 89 Ferry St.

*Dyers and Finishers No. 784.* Labor Hdqtrs., 665 Essex St.; 1st and 3d Sun.; Thomas Murray, S. T., 27 Fairmont St.

*Electrical Workers No. 326.* Lincoln Hall, 292 Essex St.; 3d Tues.; Clare Norton, R. S., 117 Elm St., Andover.

*Electrical Workers No. 522.* Lincoln Hall, 292 Essex St.; 2d and 4th Thurs.; John H. Bartlett, F. S., 38 Farnham St.

## LAWRENCE — Con.

*Engineers, Amalgamated Society of: Lawrence Branch No. 1111.* Essex House, Essex St.; alt. Tues.; George S. Bowyer, S., 55 Allston St.

*Fire Fighters No. 146.* Central Fire Station; on call; John J. Kelly, S.

*Granite Cutters: Lawrence Branch.* Franco-American Hall, 253 Lowell St.; 3d Tues.; James Payne, S. T., 83 Bailey St.

*Lathers No. 90 (Wood, Wire, and Metal).* Labor Hdqtrs., 665 Essex St.; 1st and 3d Fri.; Alexander Adams, F. S. T., 13 Merrill St., Methuen.

*Letter Carriers: Branch No. 212.* Elks Hall, Essex St.; 2d Thurs.; Leonard G. Trull, S., 64 Exchange St.

*Loomfixers No. 7.* Loomfixers Hall, 57 Margin St.; 1st and 3d Mon.; George G. Smith, F. S., 57½ Oakland Av., Methuen.

*Machinists No. 172.* Bugbee Hall, 288 Essex St.; 1st and 3d Thurs.; Charles H. Hoyt, F. S., 19 Saunders Ct.

*Maintenance of Way Employees No. 1601 (B. & M. R.R.).* Patrick Greaney, S., 28 Oak Ter., Haverhill.

*Molders No. 83.* Labor Hdqtrs., 665 Essex St.; 1st and 3d Thurs.; John J. Cassidy, C. S., 31 Sargent St., N. Andover; Eugene L. Murphy, B. A., 116 Winslow Av., Norwood.

*Moving Picture Machine Operators No. 256.* Musicians Room, 316 Essex St.; 1st Tues.; Augustus Rancatore, S. T., 305 Prospect St.; Sam Kapchuan, B. A., care of Y. M. C. A.

*Mule Spinners Association No. 7.* Labor Hdqtrs., 66 Essex St.; 4th Thurs.; Edward Lane, F. S., 16 Hawley St.

*Musicians No. 372.* Elks Hall, 234 Essex St.; 1st Sun.; Fred W. Banan, C. S., 12 Albion St.; Robert J. Hoellrich, B. A., 31 Boston St.

*Painters and Decorators No. 44.* Franco-American Hall, 253 Lowell St.; Tues.; James P. Meehan, R. S., 3 Floral St.; Eugene Larivee, B. A., 36 Winter St.

*Pattern Makers Association (Branch of Boston).* On call; True J. Andrews, Bus. Mgr., 665 Washington St., Boston.

*Plasterers and Cement Finishers No. 102.* Labor Hdqtrs., 665 Essex St.; 2d and 4th Tues.; W. J. Mahoney, C. and F. S., 133 Margin St.; John J. Hill, B. A., 31 Farnham St.

*Plumbers and Steamfitters No. 283.* Bugbee Hall, 288 Essex St.; Fri.; Harry Halstead, S. T., 20 Bromfield St.; John J. Hill, B. A., 31 Farnham St.

*Printing Pressmen No. 89.* Essex House, Essex St.; 1st Tues.; Thomas Hay, S. T., 68 Newbury St.

*Railroad Trainmen: Merrimac Valley Lodge No. 688 (B. & M. R.R.).* Black Prince Hall, 288 Essex St.; 2d and 4th Sun.; Charles W. Morgan, S., 152 Berkeley St.

*Railway Clerks: Lawrence Lodge No. 85.* Wonolancet Hall, 278 Essex St.; 1st Thurs.; J. L. Johnson, S., 14 Stevens St.

*Roofers No. 8 (Composition, Slate and Tile).* Labor Hdqtrs., 665 Essex St.; 2d and 4th Sun.; Charles Contois, R. S., 14 Elizabeth St.

Local Trade Unions.

**LAWRENCE** — Con.

- Stationary Firemen No. 18.* Old Music Hall, 326 Common St.; 1st Sun. and 3d Tues.; William A. Dawson, S., 94 Boxford St.
- Stereotypers No. 76.* (See LOWELL.)
- Street and Electric Railway Employees No. 261.* Bugbee Hall, 288 Essex St.; 1st and 3d Wed.; James W. Wright, F. S., 95 Cambridge St.
- Tailors No. 244.* Labor Hdqtrs., 665 Essex St.; last Mon.; A. E. Brown, S., 525 Essex St.
- Teamsters No. 156* (Lumber Teamsters and Handlers). Labor Hdqtrs., 665 Essex St.; 2d Fri.; Thomas Tarren, S., 234 Pelham St.; Methuen.
- Telephone Operators No. 18A.* Mayflower Hall, Essex St.; 4th Tues.; Miss Gertrude Crimmins, R. S., 52 Cambridge St.
- Theatrical Stage Employees No. 111.* Black Prince Hall, 288 Essex St.; 2d Sun.; Thomas J. Moriarty, S. T., 33 Durham St.
- Typographical No. 51.* Pilgrim Blk., Essex St.; 1st Wed.; John H. Ahern, S. T., 9 Atkinson St.; Joseph Dallas, B. A., 321 Old South Bldg., Boston.
- Weavers.* Bugbee Hall, Essex St.; 1st and 3d Tues.; Miss Blanche Neal, S., 23 Manchester St.
- Wool Sorters No. 3.* S. W. V. Hall, 2 Saratoga St.; 2d Mon.; George C. Atkinson, R. S., 14 Dewey St., Methuen.
- Woolen Spinners No. 1123* (U. T. W.). Labor Hdqtrs., 665 Essex St.; 1st Sun.; Ime Kaplan, S., 2 Eutaw St.

**Lee.**

- Carpenters No. 1427.* Foresters Hall, Main St.; 2d and 4th Wed.; Charles A. Markham, R. S., 184 Summer St.
- Stone Cutters No. 24.* Foresters Hall, Main St.; 2d Mon.; Thomas McGregor, F. S., P. O. Box 261.

**Lenox.**

- Bricklayers, Masons, and Plasterers No. 16.* Town Hall, Walker St.; 2d Fri.; Michael J. Tormey, C. and F. S., Box 143, Lenox Dale.
- Carpenters No. 370.* Town Hall, Walker St.; 1st and 3d Tues.; Thomas Leary, Pres., Depot St.
- Painters, Decorators, and Paperhangers No. 378.* Town Hall, Walker St.; 3d Thurs.; W. L. Miller, R. S., Lenoxdale; William P. Kirby, B. A., Hubbard St.
- Plumbers and Steamfitters No. 306.* Town Hall, Walker St.; 2d Thurs.; Joseph H. Johnson, F. S., School St.

**LEOMINSTER.**

- Barbers No. 518.* Barber Shop, 12 Water St.; 3d Tues.; Giovanni Grimaldi, C. and F. S.
- Carpenters No. 794.* F. of A. Hall, Central St.; 1st and 2d Tues.; Thomas F. Killelea, F. S., 129 Adams St.; Albert Lafrennie, B. A., 59 Tisdale St.
- Celluloid Workers No. 15357.* 287 Sixth St.; 2d and 4th Sun.; Paul C. Maniscaleo, Pres., 8 Lancaster St.

**LEOMINSTER** — Con.

- Celluloid Workers No. 16476.* George H. Trombly, S., 48 Arlington St.
- Letter Carriers: Branch No. 431.* By appointment; John Hilferty, S., View St.
- Painters No. 1120.* Moose Hall; 1st and 3d Sun.; Howard MacOrmond, R. S., 6 Spring St.; Paul Soncie, F. S., 6 Spring St.
- Piano and Organ Workers No. 7.* K. of P. Hall, Main St.; 3d Thurs.; Cornelius A. Scully, Pres., 214 Water St.
- Reed and Rattan Workers No. 1364.* Foresters Hall, 36 Monument Sq.; 2d and 4th Wed.; James Butler, R. S., R. F. D., Box 193.
- Street and Electric Railway Employees No. 22.* (See WORCESTER.)
- Typographical No. 623.* (See FITCHBURG.)

**Lexington.**

- Letter Carriers: Branch No. 1359.* 5 Waltham St.; 2d Tues.; Roy A. McConnell, S., 420 Massachusetts Av.

**LOWELL.**

- Barbers No. 323.* Labor Hdqtrs., 233 Central St.; 1st and 3d Tues.; Martin J. Hoar, C. and F. S., 31 London St.
- Bartenders No. 85.* 32 Middle St.; 2d Sun.; John J. Quirk, S., 13 Myrtle St.
- Beamers No. 1045* (U. T. W.). Labor Hdqtrs., 233 Central St.; 2d and 4th Wed.; Louis Sanscartier, R. S., 1193 Lakeview Av., Draeut.
- Beer Drivers No. 117.* 22 Middle St.; 2d Tues.; John M. Quigley, S., 62 Inland St.
- Blacksmiths and Helpers: Spindle City Lodge No. 57.* Labor Hdqtrs., 233 Central St.; 1st and 3d Thurs.; Scott W. Ordway, R. S., 51 Cambridge St.
- Blacksmiths and Helpers No. 243.* Labor Hdqtrs., 233 Central St.; 1st and 3d Tues.; Thomas J. Keller, R. S., 672 Middlesex St.
- Boiler Makers No. 371* (B. & M. R.R.). Odd Fellows Bldg., 84 Middlesex St.; 2d and 4th Wed.; Edmond P. Fontaine, Jr., C. S., 17 Second Av.
- Bottlers No. 190.* Labor Hdqtrs., 233 Central St.; 2d Mon.; Michael Duffy, R. S., 104 South St.; J. J. Casey, F. S. and T., 815 Chelmsford St.
- Brewery Workmen No. 318.* German-American Club, 190 Plain St.; 2d Sun.; Frank Lutz, S., 7 Houghton St.
- Bricklayers No. 31.* Odd Fellows Hall, 84 Middlesex St.; Fri.; Alexander Ray, S., 536 Beacon St.
- Building Laborers No. 439.* Carpenters Hall, Runels Bldg.; 1st and 3d Sun.; Edward Hosker, S. T., 61 First St.
- Cards and Pickers No. 1135* (U. T. W.). Labor Hdqtrs., 233 Central St.; 4th Fri.; Charles Gill, F. S., 7 Fulton Av.
- Carpenters No. 49.* Carpenters Hall, Runels Bldg.; Tues.; W. H. Handley, R. S., 125 Cross St.; Michael A. Lee, B. A., 64 Bartlett St.
- Carpenters No. 1468* (Mill Men). Carpenters Hall, Runels Bldg.; 2d and 4th Fri.; John Shaw, R. S., 135 Cumberland Rd.; Michael A. Lee, B. A.

## Local Trade Unions.

## LOWELL — Con.

*Carpenters No. 1610* (French). Carpenters Hall, Runels Bldg., Merrimack Sq.; J. A. Moreau, R. S., 20 Gardner Av.; Michael A. Lee, B. A., 64 Bartlett St.

*Carpenters No. 1738* (Box Makers). Carpenters Hall, Runels Bldg.; 1st Mon.; Joseph Geofrey, C. S., 10 Butterfield St.; Michael A. Lee, B. A.

*Carpenters No. 2022* (Millwrights). Carpenters Hall, Runels Bldg.; 1st and 3d Fri.; Harold Hodgkinson, R. S., 5 Herford Pl.; George Camp, F. S., 65 Ludlam St.

*Cigar Makers No. 255*. Labor Hdqtrs., 233 Central St.; 1st Wed.; Thomas F. Garvey, F. S., 71 Lilley Av.

*Cloth Folders No. 955*. Labor Hdqtrs., 233 Central St.; 4th Wed.; William J. Hartley, F. S. T., 11 Hampshire St.; Thomas McMahon, B. A., 213 Jackson St., Providence, R. I.

*Cotton Weavers Protective Association No. 26*. Labor Hdqtrs., 233 Central St.; 2d Tues.; Mrs. Annie Reagan, S., 206 South St.

*Die Polishers and Grinders No. 104*. Odd Fellows Bldg., 84 Middlesex St.; 4th Sun.; Joseph J. Foley, R. S., 22 Butler Av.; Thomas P. Carty, F. S., 20 Eighth St.

*Dresser Tenders No. 931*. Labor Hdqtrs., 233 Central St.; 2d and 4th Tues.; Frank N. Stimpson, S. T., 35 Carolyn St.

*Electrical Workers No. 562* (Telephone Men). Odd Fellows Bldg., 84 Middlesex St.; 2d and 4th Mon.; Claude V. Burdick, R. S., 658 Wilder St.

*Electrical Workers No. 588*. Odd Fellows Bldg., 84 Middlesex St.; 1st and 3d Fri.; Joseph M. Richard, F. S., 31 Greendale Av.; Joseph Hurley, B. A., 75 Durant St.

*Fire Fighters No. 70*. 116 Warren St.; on call of Ch.; H. L. Foster, F. S., Central Fire Sta.

*Granite Cutters: Lowell Branch*. Odd Fellows Bldg., 84 Middlesex St.; 4th Tues.; George W. Merrill, S. T., 96 Dingwell St.

*Lathers No. 246*. Labor Hdqtrs., 233 Central St.; 1st and 3d Mon.; Augustus B. Golden, S., 480 Rogers St.

*Leather Workers No. 2, United*. 243 Central St.; 1st and 3d Tues.; Henry Newell, R. S., Box 953.

*Letter Carriers: Branch No. 25*. Odd Fellows Bldg., 84 Middlesex St.; last Sat.; David H. Dwyer, S., 177 Stackpole St.

*Loomfixers No. 734* (Cotton). Carpenters Hall, Runels Bldg.; Mon.; John Hanley, R. S., 32 Oliver St.

*Machinists No. 138*. Merrimack Hall, 212 Merrimack St.; 1st and 3d Fri. and 2d and 4th Sun.; Parker F. Murphy, R. S., 53 London St.; George H. McCabe, B. A., 21 Bellevue St.

*Machinists: Old Homestead Lodge No. 319* (B. & M. R.R.). Odd Fellows Bldg., 84 Middlesex St.; 2d and 4th Thurs.; Eugene Ahern, R. S., Gates St.; Harold A. Plumley, F. S., 6 Holt St., N. Billerica.

## LOWELL — Con.

*Machinists: Mayflower Lodge No. 738* (Women). Harrington Hall, 52 Central St.; 2d and 4th Tues.; Miss Ethel E. Sleeper, F. S.; George H. McCabe, B. A., 21 Bellevue St.

*Machinists No. 745* (Fixers). Odd Fellows Bldg., 84 Middlesex St.; 1st and 3d Sun.; Robert P. Dalton, F. S., P. O. Box 926.

*Machinists' Helpers No. 972* (B. & M. R.R.). Odd Fellows Bldg., 84 Middlesex St.; 1st and 3d Wed.; Frank A. Collins, F. S., 11 Fay St.; Patrick J. Sullivan, B. A., 101 Chapel St.

*Maintenance of Way Employees No. 1240*. Cyril F. Sleeper, S. T., Graniteville, Mass.

*Metal Polishers and Buffers No. 103*. Labor Hdqtrs., 233 Central St.; 2d Sun., 10 A.M.; Joseph Carter, F. S., 130 Hale St.

*Molders No. 85*. Labor Hdqtrs., 233 Central St.; 2d and 4th Mon.; Charles E. Anderson, C. R., 7 Bowden St.; Eugene L. Murphy, B. A., 116 Winslow Av., Norwood.

*Moving Picture and Projecting Machine Operators No. 590*. Labor Hdqtrs., 233 Central St.; last Wed., 10 A.M.; Robert C. Gray, S. T., 1090 Bridge St.; Charles F. Brennan, B. A., 15 Tyler St.

*Mule Spinners*. Spinners Hall, 22 Middle St.; 3d Fri.; Joseph F. Ashton, S.

*Municipal Employees No. 14265* (Laborers). Labor Hdqtrs., 233 Central St.; 1st Sun. and 3d Mon.; Thomas P. Maloney, F. S., 268 Suffolk St.

*Musicians No. 83*. Musicians Hall, 219 Central St.; 2d Sun.; Harry E. Clay, S. T., 12 Oxford St.; Timothy F. McCarthy, B. A., 28 Butterfield St.

*Painters, Decorators, and Paperhangers No. 39*. Carpenters Hall, Runels Bldg., Merrimack Sq.; Thurs.; Napoleon L. Gendron, F. and C. S., 33 Rock St.

*Pattern Makers Association* (Branch of Boston Association). 84 Middlesex St.; 1st and 3d Fri.; Philip Maguire, R. S., 30 Saratoga St.; True J. Andrews, Bus. Mgr., 665 Washington St., Boston.

*Pavers and Rammermen No. 87*. Labor Hdqtrs., 233 Central St.; Patrick J. Garraty, Pres., 104 S. Highland St.

*Plasterers No. 45* (Operative). Labor Hdqtrs., 233 Central St.; 1st and 3d Fri.; James Walwood, S. T., 10 L St.

*Plumbers No. 400*. Union National Bank Bldg., 61 Merrimack St.; 1st and 3d Fri.; Denis J. Pendergast, F. S. T., 33 Phillips St.; William Quirk, B. A., 495 High St.

*Post Office Clerks No. 31*. Post Office; 2d Sat.; George P. Gately, S. T., 109 Forest St.

*Printing Pressmen No. 109*. Spinners Hall, 22 Middle St.; last Tues.; James A. Flynn, S. T., 12 Cedar St.

*Railroad Station Employees No. 2*. Odd Fellows Bldg., 84 Middlesex St.; 4th Fri.; Edmond McNamara, S. T., 846 Lakeview Av.

*Railroad Trainmen: Spindle City Lodge No. 233*. Odd Fellows Bldg., 84 Middlesex St.; 2d Sun. and last Fri.; J. M. Ward, S., 821 Bridge St.



Local Trade Unions.

LOWELL — Con.

- Railway Carmen: Middlesex Lodge No. 135.* Odd Fellows Bldg., 84 Middlesex St.; 1st and 3d Fri.; Albert H. Roper, R. S., 17 Cambridge Pl.; C. E. Dudley, B. A., 5 Ralph St.
- Railway Carmen No. 684.* Odd Fellows Bldg., 84 Middlesex St.; 1st and 2d Wed.; Benjamin F. Parshley, R. S., 19 D St.
- Railway Clerks: Lowell Lodge No. 94.* Maple St. Freight House; Miss Edith Spinner, S. T., Forge Village, Mass.; R. G. Stearns, B. A., New Haven, Conn.
- Railway Clerks: Spindle City Lodge No. 108* (B. & M. R.R.). Odd Fellows Bldg., 84 Middlesex St.; 1st Mon.; Edward W. Shay, S., 441 Westford St.; John S. Jackson, B. A., 101 Gates St.
- Railway Clerks: Bay State Lodge No. 453.* Quincy House, Boston; 3d Fri.; Mrs. I. W. Feyler, S., 58 Pine St.
- Railway Clerks: Progressive Lodge No. 462.* Odd Fellows Bldg., 84 Middlesex St.; Sun.; Miss Mabel G. Armstrong, R. S., 97 Woodward Av.
- Railway Express Employees No. 126.* Odd Fellows Bldg., 84 Middlesex St.; 1st Fri.; W. A. Allen, S., American Express Co., Lowell Depot.
- Sheet Metal Workers No. 285.* Odd Fellows Bldg., 84 Middlesex St.; 1st and 3d Thurs.; L. Clyde Simpson, R. S., 141 Summer St.
- Sheet Metal Workers No. 439* (Railroad Shopmen). Odd Fellows Bldg., 84 Middlesex St.; 2d Fri.; James P. Glynn, R. S., 5 Robbins St.
- Stationary Firemen No. 14.* Labor Hdqtrs., 233 Central St.; 2d Thurs. and 4th Sun.; John W. Downing, S. T., 4 W. Eleventh St.
- Steam Engineers No. 352.* Labor Hdqtrs., 233 Central St.; 1st and 3d Wed. and fast Sun.; Ivory F. Moulton, S., 217 Westford St.
- Steamfitters, Sprinkler Fitters and Gasfitters No. 499.* Labor Hdqtrs., 233 Central St.; 2d and 4th Wed.; F. W. Keefe, S., 19 Troy St.; Frank Mullen, B. A., 6 Bleachery St. and Bert Vining, B. A., 36 Fourth Av.
- Stereotypers No. 75.* Carpenters Hall, Runels Bldg.; 1st Sun., March, June, Sept. and Dec.; William Roddy, S. T., 107 Hampson St., Draeut.
- Street and Electric Railway Employees No. 280.* Railway Men's Hall, Runels Bldg.; 2d and 4th Tues.; Joseph M. Shea, S., 28 Butler Av.
- Street and Electric Railway Employees No. 551.* Railway Men's Hall, Runels Bldg.; 2d and 4th Fri.; John F. Osborn, R. S., Burnside St.; Francis J. Drumm, F. S. T., 59 Fay St.
- Tailors No. 103.* Labor Hdqtrs., 233 Central St.; 1st Tues.; Charles A. Keefe, S., 3 Pleasant St.
- Teamsters No. 72.* Labor Hdqtrs., 233 Central St.; 1st Mon.; Telaspore Cardinal, S. T., 506 Gorham St.
- Teamsters No. 87, City.* Odd Fellows Bldg., 84 Middlesex St.; 1st Mon.; Michael P. Regan, S. T., 84 Bridge St.
- Teamsters No. 88* (Board of Health). Labor Hdqtrs., 233 Central St.; 1st Sun.; Patrick McDermott, R. S., 87 Highland St.

LOWELL — Con.

- Telephone Operators No. 19-A.* Odd Fellows Bldg., 84 Middlesex St.; 2d and 4th Tues.; Miss Margaret G. Cullen, R. S., 72 Loring St.; Miss Helen M. Moran, B. A., 9 Kimball Av.
- Theatrical Stage Employees No. 36.* Labor Hdqtrs., 233 Central St.; 2d Fri.; John W. Buey, R. S. and B. A., 86 Chestnut St.
- Twisters No. 1128* (U. T. W.). Labor Hdqtrs., 233 Central St.; 2d and 4th Tues.; Frank Greenhalge, S. T., 23 Robert St.
- Typographical No. 310.* G. A. R. Hall, 202 Merrimack St.; 3d Sat.; Fred A. Spead, S. T., 503 Beacon St.
- Weavers No. 813* (Polish) (U. T. W.). Labor Hdqtrs., 233 Central St.; 3d Sun.; Bartlomiej Witkos, S., 197 Lakeview Av.
- Wool Sorters No. 5.* Odd Fellows Bldg., 84 Middlesex St.; 1st and 3d Tues.; Herbert Waterhouse, R. S., N. Chelmsford, Mass.; John J. Whitaker, B. A., R. F. D. No. 1, Tyngsborough.
- Woolen and Worsted Weavers No. 1007.* Odd Fellows Bldg., 84 Middlesex St.; 1st and 3d Tues.; Miss Alice Devine, R. S., 14 Newhall St.; Miss Annie Duffy, F. S. T., P. O. Box 305, N. Billerica.
- Woolen Spinners No. 959.* Labor Hdqtrs., 233 Central St.; 2d and 4th Thurs.; George Allan, F. S. T., 15 Roper St.; Joseph Pooler, B. A., The Lane House, Central St.

Ludlow.

- Machinists No. 464.* Masonic Hall, 28 Winsor St.; 1st Fri.; Emile Dauphanais, R. S., Winsor St.; John Duncan, F. S., 90 East St.
- Spinners No. 877.* Masonic Hall, 28 Winsor St.; 4th Mon.; Miss Mary E. Brown, F. S. T., 10 Oak St.
- Textile Workers No. 720* (U. T. W.). Pulaski Hall, 87 Parker St.; 1st Mon.; Jan Fierlit, Treas. and B. A., P. O. Box 472.
- Textile Workers No. 1114* (Portuguese). Masonic Hall, 28 Winsor St.; Sun.; Miss Mary Oliveira, R. S., P. O. Box 1673; Joe Mnszewski, B. A., 21 Sanford St., Springfield.

LYNN.

- Bakers No. 182.* Carpenters Hall, 62 Munroe St.; 2d and 4th Sat.; Wm. V. Irving, B. A., 63 Blossom St.
- Bakers No. 183* (Hebrew). Socialist Hall, 120 Market St.; alt. Fri.; J. Strame, F. S. and B. A., 11 Sharey St.
- Barbers No. 347.* 120 Market St.; 2d Wed.; Frank Rogers, C. and F. S. and B. A., 50A Rockaway St.
- Bartenders No. 86.* Eagles Hall, 10 Central Av.; Edward J. O'Toole, R. S., 7 Union St., Salem.
- Blacksmiths No. 417.* Foresters Hall, W. Lynn; 2d and 4th Sun.; John P. Fitzpatrick, S., 861 Western Av.
- Boot and Shoe Workers No. 205* (Mixed). 61 Exchange St.; 1st Thurs.; John D. Dullea, S. T. and B. A.

## Local Trade Unions.

## LYNN — Con.

*Bottom Finishers and Buffers No. 21* (U. S. W.). 120 Market St.; 2d Mon.; J. M. McDermott, B. A.

*Bricklayers, Masons, and Plasterers No. 12.* 62 Munroe St.; Thurs.; Thomas Gavin, S., 88 Johnson St.

*Building Laborers No. 70.* Columbia Hall, W. Lynn; Wed.; T. H. Hill, S., 12 Collins St.

*Building Laborers No. 290.* 18 Munroe St.; Tues.; John Carney, 44 Union Ct.

*Carpenters No. 595.* Carpenters Hall, 62 Munroe St.; Thurs.; George H. Murray, R. S., 26 Jackson St.; J. D. Cowper, B. A.

*Carpenters and Joiners No. 1971.* Carpenters Hall, 62 Munroe St.; Wed.; John F. Golden, S., 16 Nelson St.

*City Employees No. 600.* Emmett Hall, 120 Market St.; 2d and 4th Mon.; Michael F. McGuire, F. S., 12 Waverly St.

*Clothing Workers No. 154, Amalgamated* (Custom Tailors). F. A. MacKinnon, S., 248 Fayette St.

*Cutters No. 62* (U. S. W.). Cutting Hall, 7 Munroe St.; Thurs.; James P. Coleman, R. S.; John C. Leonard, B. A.

*Die Cutters No. 304.* Lasters Hall, 34 Andrew St.; 1st Thurs.; S. Frank Sheehan, S. T., 92 Grant St.

*Edgemakers No. 1* (Allied Shoe Workers). Walcott Hall, 158 Market St.; Tues.; Wilbur H. Peabody, R. S., 11 Rockdale Av., Peabody; John J. Gilbo, B. A.

*Electrical Workers No. 377.* Plumbers Hall, 62 Munroe St.; 2d and 4th Tues.; Chester G. Innis, R. S., 4 Comfort Fulson Ter.

*Electrical Workers No. 541.* Hibernian Hall, W. Lynn; Tues.; Edward J. Brean, S., 38 W. Neptune St.

*Electrical Workers No. 623* (Shop Men). Odd Fellows Hall, Market St.; 1st and 3d Mon.; John F. Peterson, S. T., 70 Munroe St.

*Engineers, Amalgamated Society of: Lynn Branch No. 1013.* Columbia Hall, Federal Sq.; alt. Tues.; Frederick Moore, S. and B. A., 14 Tidd St., Swampscott.

*Fire Fighters No. 105.* Engine House, Broad St.; 2d Tues.; Thomas F. Egan, C. S., 1A Union St.

*Foundry Employees No. 75.* Columbia Hall, Federal Sq., W. Lynn; 1st and 3d Thurs.; William A. Nealey, F. S., 18 Munroe St.

*Goodyear Operators No. 2* (Allied Shoe Workers). Walcott Hall, 158 Market St.; Thurs.; Wendell E. Dunbar, S. T. and B. A.

*Granite Cutters: Lynn Branch.* Commandry Hall, 36 Market St.; 3d Wed.; Timothy J. Keane, F. S. T., 161 Tracy Av.

*Grocery and Provision Clerks No. 1.* Sharon Hall, 61 Exchange St.; 1st and 3d Tues.; Frank A. Sutton, Pres. and B. A., 40 Ireson St.

*Heel Workers No. 3* (Allied Shoe Workers). Walcott Hall, 158 Market St.; 1st and 3d Mon.; F. J. McDermott, B. A.

## LYNN — Con.

*Janitors and Laborers No. 16210.* Columbia Hall, Federal Sq., W. Lynn; 1st and 3d Tues.; William A. Nealey, F. S., 18 Munroe St.

*Lasters No. 1* (U. S. W.). Lasters Hall, 34 Andrew St.; Wed.; Benjamin Fish, B. A.

*Lasting Machine Operators No. 5* (U. S. W.). 120 Market St.; 1st and 2d Tues.; George W. Savage, S. and B. A.

*Last Makers No. 14375.* Jacques Cartier Hall, 93 Munroe St.; 1st and 3d Wed.; R. A. McGougan, R. S. T., 141 Paradise Rd., Swampscott.

*Lathers No. 99* (Wood, Wire, and Metal). Carpenters Hall, 62 Munroe St.; 1st and 3d Wed.; Thomas Troye, R. S., Poquannum Rd.; Thomas Nugent, F. S., 31 Ireson St.

*Letter Carriers: Branch No. 7.* Sharon Hall, 61 Exchange St.; 2d Wed.; Frank C. Viall, S., 19 Hancock St.

*Machinists No. 471.* Lasters Hall, 34 Andrew St.; Mon.; John J. Connolly, F. S., 70 Munroe St.

*Metal Polishers and Buffers No. 112.* 120 Market St.; Fri.; Dennis Sullivan, S.

*Moving Picture Operators No. 245.* (See SALEM.)

*Musicians No. 126.* 93 Munroe St.; 2d and 4th Sun.; Frank L. Jones, S. T., 51 Sachem St.

*Packing Room Workers No. 8* (U. S. W.). 34 Andrew St.; Thurs.; Thomas Strong, B. A.

*Painters, Decorators, and Paperhangers No. 111.* 35 Munroe St.; Wed.; Edward January, F. S., 20 Astor St.

*Painters, Decorators, and Paperhangers No. 397.* 35 Munroe St.; Tues.; Pearl L. Stewart, S., 69 S. Elm St.

*Pattern Makers: Lynn Branch of Boston Association.* Carpenters Hall, 62 Munroe St.; Thurs.; P. J. McDonald, R. S., 18 Robinson St., W. Lynn; True J. Andrews, Bus. Mgr., 665 Washington St., Boston.

*Photo-Engravers No. 55.* Rolfe Bldg., cor. Willow and Blake Sts.; 1st Mon.; Robert I. Lewis, S. T., 128 Myrtle St., Melrose.

*Plumbers No. 77.* Plumbers Hall, 62 Munroe St.; 1st and 3d Fri.; Joseph P. Curry, R. S., 447 Summer St., W. Lynn.

*Railway Clerks: Shoe City Lodge No. 95.* Moose Hall; 2d Tues.; W. E. Hoeg, S. T., 11 Jersey St., Marblehead.

*Sheet Metal Workers No. 217.* 62 Munroe St.; 1st and 3d Wed.; L. W. Chase, R. S., 52 Crescent St., Swampscott.

*Sheet Metal Workers No. 399.* Carpenters Hall, 62 Munroe St.; 2d and 4th Fri.; John H. Gunning, S., 733 Boston St.

*Shoe Pattern Makers No. 1.* Carpenters Hall, 62 Munroe St.; Fri.; Placide J. Daigle, T., 36 Grove St.

*Shoe Stitchers No. 57* (Ladies) (U. S. W.). Elks Hall, 47 Exchange St.; Tues.; Annie T. McCormack, R. S.; William O. Attwill, B. A.

*Shoe Workers No. 54* (Mixed) (U. S. W.). Lasters Hall, 34 Andrew St.; 2d and 4th Tues.; Henry Dinan, B. A.

Local Trade Unions.

LYNN — Con.

- Sole Leather Workers No. 58* (U. S. W.). 120 Market St.; 1st Mon.; John H. Quinn, F. S. and B. A.
- Stationary Firemen No. 299*. Carpenters Hall, 62 Munroe St.; 2d and 4th Tues.; Richard W. Draper, Pres., 48 Lawton Av.; Martin Birmingham, B. A., 45 Houghton St.
- Steam Engineers No. 52*. 214 Market St.; 1st Tues.; H. B. Brown, S., 17 Pinkham St.
- Steamfitters and Gasfitters No. 277*. Carpenters Hall, 62 Munroe St.; 1st and 3d Mon.; George H. Stone, R. S., 15 Paradise Rd., Swampscott.
- Steamfitters and Plumbers No. 748*. 62 Munroe St.; 2d and 4th Mon.; Elmer E. Butterfield, F. S., 90 Hathaway St.
- Stenographers, Typewriters, Bookkeepers, and Assistants No. 16292*. Moose Hall, 54 Central Sq.; Thurs.; Earl MacAna, S., 18 Munroe St.
- Stitchers No. 17, McKay* (U. S. W.). 120 Market St.; Wed.; Ernest King, S. and B. A.
- Stock Clerks No. 16252*. Scandinavian Hall, City Hall Sq.; Thurs.; J. Herschal, F. S., 199 Franklin St.
- Stockfitters No. 68* (U. S. W.). Lasters Hall, 34 Andrew St.; 1st and 3d Wed.; Joseph M. Parks, F. S. and B. A., 32 Stewart St.
- Street and Electric Railway Employees No. 238*. Carpenters Hall, 62 Munroe St.; 1st and 3d Tues.; Edward B. Brennan, F. S., 354 Broadway; Thomas F. Glynn, B. A., 13 Spring Vale Av.
- Teamsters Protective No. 42*. 18 Munroe St.; Mon.; William A. Nealey, S. T. and B. A.
- Telephone Operators No. 2A*. Moose Hall, 56 Central Sq.; 2d and 4th Mon.; Miss Laura B. Chaffee, Pres., 28 Pond St., E. Lynn; Miss Mae H. Healey, B. A., 8 Echo Pl.
- Theatrical Stage Employees No. 73*. Lee's Band Room, Central Av.; William C. Scanlan, S., 125 Lawton Av.
- Turn Workmen No. 3* (S. W. P.). 93 Munroe St.; Mon.; S. J. Pothier, S., 47 Locust St., Haverhill; Joseph Goyette, B. A., 47 Locust St., Haverhill.
- Typographical No. 120*. Elks Hall, 31 Exchange St.; 1st Sun.; Thomas J. Minton, S., 34 Herbert St.
- Watchmen and Transportation Workers No. 16313*, 12 Market St.; Wed.; James McDuggall, S.

MALDEN.

- Carpenters No. 625*. Bailey Hall, 56 Pleasant St.; Tues.; Charles F. Shanley, R. S., 64 Pearl St.
- Coal Teamsters and Helpers No. 314*. A. O. H. Hall, 269 Charles St.; 2d Fri.; John J. Lucey, S., 238 Charles St.
- Fire Fighters No. 150*. John T. Tracy, S., 300 Charles St.
- Painters, Decorators, and Paperhangers No. 346*. Bailey Bldg.; 2d and 4th Wed.; John J. Lane, R. S., 53 Forest St.; Stephen J. Angleton, B. A., 6 Dewey St., Natick.
- Plumbers and Steamfitters No. 145*. Pratt Bldg., Pleasant St.; 1st and 3d Fri.; A. W. Deehan, S. T., 24 Pearl St.

MALDEN — Con.

- Sheet Metal Workers No. 415*. Deliberative Hall, 56 Pleasant St.; 1st Fri.; A. J. Meyers, R. S., 11 Burdett Ter.; Robert Love, F. S. T., 14 Baldwin St.
- Stone Masons No. 37*. Bailey's Hall, 56 Pleasant St.; 1st Mon.; John E. Seander, F. S., 45 N. Milton St.
- Teamsters No. 319, City*. A. O. H. Hall, Charles St.; 2d Tues. and 4th Sun.; Joseph O'Brien, R. S., 113 Middlesex St.

Manchester.

- Carpenters No. 924*. Odd Fellows Hall, Central Sq.; 2d and 4th Mon.; W. B. Rogers, R. S., 6 Bridge St.; Louis Dumas, B. A., 71 Washington St., Salem.
- Letter Carriers: Branch No. 1362*. 9 Brook St.; 1st Mon.; Allan P. Dennis, S.
- Painters, Decorators, and Paperhangers No. 797*. Lanes Hall, School St.; Mon.; Charles W. Sawyer, R. S., 7 Vine St.

Mansfield.

- Letter Carriers: Branch No. 1352*. Main St.; monthly; Ralph J. Morono, S., 12 Central St.
- Machinists No. 1175*. Wilson Hall, N. Main St.; Wed.; Frank Griswold, F. S., 39 Church St.
- Molders No. 363*. Eugene L. Murphy, B. A., 116 Winslow Av., Norwood.

Marblehead.

- Carpenters No. 962*. Carpenters Hall, 43 Pleasant St.; Mon.; James C. Kimball, R. S. pro tem., 11 Selman St.; Louis Dumas, B. A., 71 Washington St., Salem.
- Carpenters No. 1583* (Shop and Mill Hands). 71 Washington St., Salem; Fri.; August Carroll, S., Lincoln House, Salem; Louis E. Dumas, B. A., 71 Washington St., Salem.
- Lasters No. 35* (U. S. W.). Lasters Hall, 735 School St.; John Coogan, F. S., 32 Barnard St.
- Painters No. 799*. Grader Hall, cor. Pleasant and Washington Sts.; Tues.; Frank Bessoni, R. S., Hooper St.
- Turn Workmen No. 4* (S. W. P.). 100 Pleasant St.; Wed.; S. J. Pothier, S., 47 Locust St., Haverhill; Joseph Goyette, B. A., 47 Locust St., Haverhill.

MARLBOROUGH.

- Bartenders No. 92*. Burke Bldg., 118 Main St.; 1st Sun.; David J. Forrest, S. T., 26 Hill St.
- Boot and Shoe Workers No. 59* (Mixed). Burke Bldg., 118 Main St.; 2d and 4th Fri.; George McManamy, S.
- Bricklayers, Masons, and Plasterers No. 43*. Burke Bldg., 118 Main St.; 2d and 4th Thurs.; W. M. Leonard, S., 37 Central St.
- Carpenters No. 983*. First National Bank Hall, Main St.; 2d and 4th Tues.; E. Charles McGee, R. S., 62 Milk St., Westborough.

## Local Trade Unions.

**MARLBOROUGH — Con.**

- Cutting Die and Cutter Makers No. 302.* Burke Blk., 118 Main St.; 1st Tues.; Gustav Nelson, S., 9 Spring Hill Av.
- Letter Carriers: Branch No. 6.* On call; Edwin F. Simpson, S.
- Musicians Protective No. 246.* Burke Blk., 118 Main St.; 2d Sun.; Frank B. Proctor, S., 441 Lakeside Av.
- Painters, Decorators, and Paperhangers No. 561.* Burke Blk., 118 Main St.; Fri.; Charles Nyshrahl R. S., 17 Mechanic St.
- Plumbers No. 131.* Burke Blk., 118 Main St.; 2d Tues.; Hugh M. Byrne, Pres., 58 Water St.
- Sheet Metal Workers No. 129.* Burke Blk., 118 Main St.; 1st and 3d Thurs.; Louis E. Burness, R. S., 277 Mechanic St.
- Street and Electric Railway Employees No. 620.* (See FRAMINGHAM.)
- Typographical No. 281* (Marlborough and Hudson). Various shops; 1st Wed.; N. W. Brown, S. T., Hotel Preston.

**Maynard.**

- Carpenters No. 1418.* Masonic Hall, Main St.; 1st and 3d Mon.; Daniel Colbert, Treas., Box 267.
- Loomfixers No. 401.* Odd Fellows Hall, Nason St.; 2d Thurs.; Christopher Wilson, F. S., Box 373.
- Mule Spinners No. 787.* Odd Fellows Hall, Nason St.; 4th Thurs.; John O'Leary, F. S., P. O. Box 59.
- Sewers No. 944* (U. T. W.). Holy Name Club Rooms, Nason St.; 2d Thurs.; Miss Susie Coady, S., P. O. Box 376.
- Spoolers, Drawing-in Girls and Dressers No. 947* (U. T. W.). Masonic Hall, Main St.; 1st Mon.; Mrs. Mabel M. Tobin, S., Box 182.
- Telephone Operators No. 124.* (See CONCORD.)
- Textile Workers No. 771.* Masonic Hall, Main St.; 4th Fri.; Joseph Parkin, F. S., Box 393.
- Textile Workers No. 1034.* Karol Dudzinski, S., Box 866.
- Textile Workers No. 1035* (Dry Finishers and Shippers). Co-operative Hall; 1st Thurs.; Mrs. Mary H. Flannery, F. S. T., 1 Maple St.

**MEDFORD.**

- Carpenters No. 777.* Spanish War Veterans Hall, 38 High St.; 2d and 4th Tues.; Archie D. B. Neilson, R. S., 89 Fremont St., Somerville.
- Municipal Laborers No. 941.* Spanish War Veterans Hall, 38 High St.; 1st and 3d Thurs.; Frank M. Quinn, S., 11 Simonds Ct.
- Painters, Decorators, and Paperhangers No. 605.* Spanish War Veterans Hall, 38 High St.; 2d and 4th Thurs.; Samuel Bunney, F. S., 287 Salem St.

**MELROSE.**

- Carpenters No. 760.* Porters Hall, Main St.; 2d and 4th Mon.; F. W. VanCor, R. S., 90 Sargent St., Melrose Highlands; John G. Cogill, B. A., 27 Glen Ct., Malden.

**MELROSE — Con.**

- City Employees No. 805.* 52 Grove St.; 1st Thurs.; William Gibbons, R. S., 253 Wyoming Av.
- Painters, Decorators, and Paperhangers No. 784.* 52 Grove St.; 2d and 4th Thurs.; F. R. Bunker, R. S., 457 Main St.; Stephen J. Angleton, B. A., 6 Dewey St., Natick, Mass.

**METHUEN.**

- Carpenters No. 1215.* Odd Fellows Hall, Hampshire St.; 1st Fri.; C. L. Shaw, R. S., Pinehurst Av.; Mervin J. Boomhower, B. A., 48 Holly St., Lawrence.
- Town Employees No. 987.* J. A. Fosset, S.

**Middleborough.**

- Boot and Shoe Workers No. 20* (Mixed). Red Men's Hall, S. Main St.; 2d and 4th Tues.; Elmer E. Phinney, F. S. and T., Lock Box 71; Albert J. Sampson, B. A., 5 North St.
- Carpenters No. 1271.* Robinson Hall, N. Main St., 1st and 3d Tues.; Louis D. Churbuck, R. S.; 22 School St.; George deBoer, B. A.
- Letter Carriers: Branch No. 594.* Carriers Room, Post Office; on call of President; F. N. Woodward, S., 7 Southwick St.
- Musicians No. 491.* Bay State Band Room, 1 N. Main St.; 1st Sun.; Carl S. Oakes, S., 36 Forest St.

**Milford.**

- Barbers No. 144.* Carpenters Hall, 134 Main St.; last Thurs.; Louis Ruggiero, F. S., 14 Exchange St.
- Bartenders No. 96.* A. O. H. Hall, 224 Main St.; 1st Sat.; Thomas F. Sheehan, Pres. and B. A., 96 Main St.
- Boot and Shoe Workers No. 40* (Mixed). Rm. 5, Gillon Blk.; 4th Mon.; John F. Reardon, F. S. T. and B. A.
- Carpenters No. 867.* Carpenters Hall, 134 Main St.; 1st and 3d Tues.; George Gilmore, R. S., Hopedale, Mass.; Oliver Jonah, B. A., 62 Madison St., Worcester.
- Cigar Makers No. 160.* Carpenters Hall, 134 Main St.; 1st Mon.; Joseph Jiskra, F. S., Box 162.
- Granite Cutters: Milford Branch.* Red Men's Hall, 65 Main St.; 3d Fri.; William Murray, C. S., 39 Pleasant St.; Anthony Nargi, F. S., 16 Fairview Rd.
- Letter Carriers: Branch No. 308.* Post Office; Gilbert A. Burt, S., 36 Church St.
- Painters and Paperhangers No. 216.* Lincoln Bldg.; 2d and 4th Mon.; Lewis F. Newcomb, R. S., 33 School St.
- Plumbers No. 546.* A. O. H. Hall, 224 Main St.; 4th Fri.; Edmund M. Swan, S., 16 Gibbon Av.
- Quarry Workers No. 71.* A. O. H. Hall, 224 Main St.; 1st Fri. on or after the 15th; P. J. Dacey, S., 47 N. Bow St.
- Steam Engineers No. 73.* Carpenters Hall, 134 Main St.; 2d Fri.; William F. McAvoy, F. S., 335 Main St.

Local Trade Unions.

Millers Falls. (See MONTAGUE.)

Milton.

*Carpenters No. 1738.* Johnson Hall; 1st and 3d Mon.; P. L. Hutchinson, R. S., 70 Hollingsworth St., Mattapan.

*Painters No. 362.* Carpenters Hall; 2d and 4th Wed.; R. H. Jones, R. and F. S., 35 Faulkner St., Dorchester.

Montague.

(MILLERS FALLS AND TURNERS FALLS.)

*Iron Molders No. 347.* (See GREENFIELD.)

*Letter Carriers: Branch No. 1614* (Turners Falls). 36 Second St.; last day of the month; Jacob L. Alber, S., 76 Second St.; William H. Griesbach, B. A.

*Metal Polishers, Buffers, Platers, etc. No. 174* (Millers Falls). Wheeler Hose House, Main St.; 2d Fri.; Daniel C. Donohue, F. S., 30 Franklin St., Millers Falls.

*Paper Makers No. 10* (Turners Falls). Bohemian Hall, K St.; 2d Sun.; E. S. Slate, S., Montague City.

*Paper Makers No. 171* (Turners Falls). Fr. Mathews, Hall, Third St.; 2d and 4th Sun.; Fred Wishart, F. S., 83 Third St., Turners Falls.

*Pulp, Pulphite, and Paper Mill Workers No. 48.* Charles Milkey, S., 15 Central St.

*Stationary Firemen No. 83* (Turners Falls). A. O. H. Hall, Avenue A, last Sun.; Jeremiah J. Sullivan, S. T., 56 G. St., Turners Falls.

Nantucket.

*Letter Carriers: Branch No. 1661.* 20 Main St.; J. P. Conway, S.

Natick.

*Boot and Shoe Workers No. 244* (Mixed). Eagles Hall, Main St.; 2d and 4th Thurs.; George Rokes, F. S., 57 Harvard St.; B. J. Healey, B. A., 14 Morse St.

*Carpenters No. 847.* G. A. R. Hall, 4 Main St.; 2d and 4th Mon.; George Sobieski, R. S., 4 Lake St.

*Letter Carriers: Branch No. 362.* G. A. R. Hall, Main St.; 3d Thurs.; Jeremiah F. Kiley, S.

*Musicians No. 393.* Winch Blk., Main St.; 2d Sun.; E. H. Pratt, S. T., 6 Harvard St.

*Painters, Decorators, and Paperhangers No. 916.* C. L. U. Hall, Main St.; 1st Tues.; Fred G. Briggs, F. S., 29 Walnut St., Needham; Stephen J. Angleton, B. A., 6 Dewey St.

*Plumbers and Steamfitters No. 448.* Downs Hall, S. Main St.; 1st and 3d Thurs.; Charles Simmons, R. S., 26 Sherman St.

*Sheet Metal Workers No. 200.* Tontian Hall, Main St.; 2d Mon.; William W. Bean, R. and C. S., Box 289, Ashland.

*Teamsters Protective No. 326.* Cadet Band Room, Winch Blk., Main St.; 1st and 3d Mon.; George E. Yeo, S. T. and B. A., 2 Foscett Av.

Needham.

*Carpenters No. 693.* Carpenters Hall, Chapel St.; Tues.; F. N. Smith, R. S., Grant St.; L. S. Ireland, B. A., 16 Avondale Rd., Newton Ctr.

NEW BEDFORD.

*Barbers No. 447.* Labor Temple, 746 Pleasant St.; 3d Wed.; Henry A. Nerbonne, C. and F. S., 40 Trinity St.

*Bartenders No. 100.* Rm. 6, Oliver Bldg.; 1st and 3d Sun., Oct. to May; 2d Sun., June to Sept.; James McConnell, R. S., 138 Davis St.; Michael H. Sullivan, F. S. and B. A., 27 Trinity St.

*Boiler Makers: Whaling City Lodge No. 532.* British Veterans Hall, Purchase St.; 1st and 3d Tues.; James B. Crowell, F. S., 1042 Purchase St.

*Bookbinders No. 234.* Odd Fellows Bldg., Foster St.; 2d Tues.; Benedict J. Harrison, S. T., 492 Summer St.

*Boot and Shoe Workers No. 233.* Eagles Hall, 100 High St.; 2d Thurs.; Peter F. Mulkerne, C. and F. S., 93 Armour St.

*Bottlers No. 224.* Arbeiter Liedertafel Society Hall, 14 Adams St.; 2d and last Thurs.; Frank Herold, R. S., 158 Reynold St.; Konrad Young, B. A., 1117 Columbus Av., Rox.

*Brewery Workmen No. 197.* Ward One Social Club; 2d Tues. and last Mon.; Albert H. Krapf, S. T., 685 Summer St.

*Bricklayers and Plasterers No. 39.* 153 Union St.; Wed.; John Pieraccini, S., 390 Maxfield St.

*Card Pickers and Ring Spinners Association.* Carders Hall, 60 Spring St.; 2d Wed.; James H. Simpson, S. T. and B. A.

*Carpenters No. 1021* (French). Carpenters Hall, 153 Union St.; Mon.; Thomas Roy, R. S., 23 Adams St.; Dolar A. Houle, B. A., 128 Tinkham St.

*Carpenters No. 1287.* Carpenters Hall, 153 Union St.; Tues.; George F. Curry, R. S., 512 Allen St.; Dolar A. Houle, B. A., 128 Tinkham St.

*Carpenters No. 1733* (Portuguese). 153 Union St.; 1st and 3d Fri.; John daSilva, R. S., 242 Purchase St.; Dolar A. Houle, B. A., 128 Tinkham St.

*City Employees No. 185.* Labor Temple, 746 Pleasant St.; 2d and 4th Sun.; John F. Daley, F. S., 1427 Pleasant St.

*Doffers No. 1057* (U. T. W.). John L. Campos, S., 58 Pleasant St., Fall River.

*Dresser Tenders.* (See *Textile Operatives No. 1*, Nat. Amal.).

*Electrical Workers No. 144* (Telephone Employees). Cornell Hall, Pleasant St.; last Wed.; Robert S. Greenya, F. S., 7 S. Chestnut St., Fairhaven.

*Electrical Workers No. 234.* Theatre Bldg., 251 Union St.; Mon.; Frank O. Chase, R. S., 97 Highland St.; George Richards, B. A., Cross Rd., N. Dartmouth, Mass.

*Engineers, Amalgamated Society of: New Bedford Branch.* Labor Temple, 746 Pleasant St.; alt. Tues.; Daniel Wood, S., 62 Hathaway Av.

*Flint Glass Workers No. 17* (Blowers). Labor Temple, 746 Pleasant St.; 1st Mon.; Joseph F. Cambra, C. S., 316 Dartmouth St.

## Local Trade Unions.

## NEW BEDFORD — Con.

- Flint Glass Workers No. 118* (Cutters). Tigers Hall, Purchase St.; 2d Wed.; P. J. McGregor, R. S., 131 Rockland St.
- Granite Cutters: New Bedford Branch.* Labor Temple, 746 Pleasant St.; 4th Fri.; James McGrath, S. T., 11 Reynold St.
- Lasters No. 27* (B. & S. W.). Labor Temple, 746 Pleasant St.; 1st Fri.; Hurlbert E. Card, F. S., 42 Robeson St.
- Letter Carriers: Branch No. 18.* Jenneys Hall, cor. Pleasant and Kempton Sts.; 1st Sat.; William F. Mason, S., 96 Ellen St.
- Loomfixers Association.* Carpenters Hall, 153 Union St.; 2d Fri.; William R. Grindrod, S., 1131 Purchase St.
- Machinists No. 1223.* Labor Temple, 746 Pleasant St.; 1st and 3d Thurs.; George Racine, Jr., R. S., 269 Bowditch St.
- Moving Picture Machine Operators No. 334.* 251 Union St.; 1st Tues.; Walter O. Smith, F. S., P. O. Box 379; Fred C. Burke, B. A., 570 Summer St.
- Mule Spinners No. 2.* Tigers Hall, Purchase St.; 3d Tues. in Jan., Apr., July, and Oct.; Hon. Samuel Ross, S., 68 Willis St.
- Musicians Protective No. 214.* Tigers Hall, Purchase St.; 1st Sun.; Joseph F. Cambra, S., 316 Dartmouth St.
- Painters, Decorators, and Paperhangers No. 691.* Labor Temple, 746 Pleasant St.; Mon.; Henry Richards, R. S., Box 42; George Richards, B. A., Cross Rd., N. Dartmouth.
- Plumbers No. 53.* Labor Temple, 746 Pleasant St.; 2d and 4th Wed.; Charles A. DeLoid, R. S., 180 Purchase St.; George Richards, B. A., Cross Rd., N. Dartmouth.
- Printing Pressmen and Assistants No. 96.* Labor Temple, 746 Pleasant St.; 2d Fri.; Louis H. Almy, S. T., 183 Chancery St.
- Quillers and Beamers.* (See *Weavers No. 13*, Nat. Amal.)
- Railway Clerks No. 65.* Eagles Hall, 100 High St.; 3d Sun.; Archie R. Peters, R. S., 125 Shawmut Av.
- Ring Twisters and Finishers No. 32.* Moose Hall, 16 N. Sixth St.; 2d Wed.; Manuel F. Silva, S. and B. A., 708 Purchase St.
- Sheet Metal Workers No. 289.* Labor Temple, 746 Pleasant St.; 2d and 4th Tues.; William Atwood, R. S.
- Shoe Stitchers and Cutters No. 243* (B. & S. W.). Labor Temple, 746 Pleasant St.; 2d Thurs.; George McCarthy, B. A., 178 Campbell St.
- Stationary Firemen.* Dawson Hall, Purchase St.; 1st and 3d Fri. and 2d Sun.; George Nuttall, F. S. and B. A., 248 Nash Rd.
- Steam Engineers No. 135.* Theatre Bldg., 251 Union St.; 1st and 3d Thurs.; Carl F. Hayward, S. T., 197 Campbell St.; Charles S. Corcoran, B. A., 166 Richmond St.
- Steamfitters and Helpers No. 644.* Theatre Bldg., 251 Union St.; 2d and 4th Thurs.; Chester E. Morse, F. S. T., 47 Locust St.; William H. Gilmore, B. A., 27 Highland St.

## NEW BEDFORD — Con.

- Teamsters No. 461.* Labor Temple, 746 Pleasant St.; 1st and 3d Sun.; John T. Geary, S. T., 53 Kempton St.
- Telephone Operators No. 6A.* Cornell Bldg., Pleasant St.; 2d and 4th Thurs.; Miss Katherine Savage, R. S., 38 Borden St.
- Textile Operatives No. 1, National Amalgamation of* (Dresser Tenders). Dawson Hall, Linden St.; 2d Wed.; Joseph H. Gordon, S., 1631 Purchase St.
- Theatrical Stage Employees No. 131.* Theatre Bldg., 251 Union St.; 2d Sun.; Fred C. Burke, F. S. and B. A., 570 Summer St.
- Theatrical Stage Employees.* (See *Moving Picture Machine Operators No. 334.*)
- Warp Twisters.* Labor Temple, 746 Pleasant St.; 3d Fri.; Walter Barlow, S., 5 Ashley St., Cove Village, Dartmouth.
- Weavers Protective Association No. 2* (Cotton). Labor Temple, 746 Pleasant St.; 3d Tues.; Abraham Binns, S., P. O. Box 543.
- Weavers No. 13* (Nat. Amal.) (Quillers and Beamers). Federation Hall, W. French Av.; 1st and 3d Sun.; John J. Foley, S., 50 Ellen St.
- Yarn Finishers Association* (Nat. Amal.). Labor Temple, 746 Pleasant St.; 1st Thurs.; Charles A. Blanchett, S. T., Rm. 1, Bristol Bldg.

## NEWBURYPORT.

- Allied Shoe Workers.* Moose Hall, 6 Charter St.; Fri.; George T. Castle, Treas., 55 Merrimac St.; Albert E. Pike, B. A., 12 Atkinson St.
- Barbers No. 773.* Carpenters Hall, 12 State St.; 2d Wed.; Frank M. McGlew, C. and F. S., 5 Pleasant St.
- Bricklayers, Masons, and Plasterers No. 41.* Carpenters Hall, 12½ State St.; Mon. nearest middle of month; Frank W. Marshall, C. S., 13 Eagle St.; T. H. McCarthy, B. A., 28 Warren St.
- Carpenters No. 989.* Carpenters Hall, 12½ State St.; 1st, 3d, 4th, and 5th Thurs.; Frank S. Heath, R. S., 14 Dalton St.
- Electrical Workers No. 687* (Mixed). Moose Hall, 6 Charter St.; 1st Wed.; George McKenzie, S. T., Water St.
- Letter Carriers: Branch No. 108.* Joy Blk., Inn St.; Patrick J. Murphy, S., 4 Congress St.
- Molders No. 474.* Moose Hall, 6 Charter St.; John Cunningham, F. S., 7 Winter St.; Eugene L. Murphy, B. A., 116 Winslow Av., Norwood.
- Musicians Protective No. 378.* 1st Sun. in Jan., Apr., June, and Oct.; T. B. Hughes, S. T., 56 Kent St.
- Painters No. 582.* Carpenters Hall, 12½ State St.; 1st and 3d Wed.; Charles M. Morrill, R. S., Box 68, R. F. D., West Newbury; James Harker, F. S. and B. A., 31 Forrester St.
- Plumbers No. 461.* Carpenters Hall, 4 Liberty St.; 2d Wed.; William J. Phillips, R. S., Brown Sq. Hotel.
- Shoe Workers No. 101* (Mixed) (U. S. W.). A. O. H. Hall, Pleasant St.; Wed.; D. H. Daly, F. S., 3 Olive St.; F. J. Pollard, B. A., Bromfield St.

Local Trade Unions.

NEWBURYPORT — Con.

*Telephone Operators No. 35A.* Lafayette Hall, 20 State St.; 1st Wed.; Miss Elizabeth M. Mason, R. S., 48 Temple St.  
*Typographical No. 656.* 48 Inn St.; 2d Wed.; Daniel Foster, S. T., 13 Otis Pl.

NEWTON.

*Bricklayers and Masons No. 32.* Nonantum Hall, 251 Washington St.; Mon.; John F. Cavanagh, F. S., 16 Middle St.  
*Carpenters No. 275.* Nonantum Hall, 251 Washington St.; Tues.; Alexander G. Nicolson, S., 1 Boyd Park Ter.; Patrick H. Whalen, B. A.  
*Carpenters No. 680 (Newton Centre).* Circuit Hall, Langley Rd., Newton Centre; Tues.; W. E. Corkum, R. S., 24 Lyman St., Newton Ctr.; Patrick H. Whalen, B. A.  
*Carpenters No. 708 (West Newton).* Eddy Hall, West Newton; Fri.; Edward P. Kebbe, F. S., 137 Galen St., Watertown; P. H. Whalen, B. A., 251 Washington St.  
*City Employees No. 175.* Nonantum Hall, 251 Washington St.; 1st and 3d Fri.; J. Ford, R. S., 40 Alden Pl., W. Newton.  
*Federal Labor No. 16158.* Harry H. Young, S., 24 River Av., Newton Upper Falls.  
*Locomotive Engineers: Bay State Division No. 439.* Odd Fellows Hall, Washington St., Newtonville; 2d and 4th Sun.; O. W. Clapp, S. T., 9 Clark St., Framingham.  
*Locomotive Firemen and Enginemen: Pilgrim Lodge No. 719.* (See BOSTON.)  
*Machinists No. 783.* Stephen J. Bennett, S., 8 Columbia St., Newton Upper Falls.  
*Molders No. 333.* Foresters Hall, Newton Upper Falls; 1st and 3d Tues.; Thomas Laughlin, F. S., 966 Walnut St., Newton Highlands.  
*Painters, Decorators, and Paperhangers No. 543.* Nonantum Hall, 251 Washington St.; 1st and 3d Wed.; Charles W. Paige, R. and C. S., 2 Walnut Ter., Newtonville; Stephen J. Angleton, B. A., 6 Dewey St., Natick.  
*Plumbers No. 201.* Nonantum Hall, 251 Washington St.; 1st and 3d Fri.; L. J. Hickman, S. T., 366 Langley Rd., Newton Ctr.

NORTH ADAMS.

*Barbers No. 126.* C. L. U. Hall, 101 Main St.; last Tues.; Patrick H. Nagle, S., 44 Eagle St.  
*Bartenders No. 125.* C. L. U. Hall, 101 Main St.; 1st Sun.; Peter Coniyou, S., 194 Ashland St.; James Wilcox, B. A., 20 N. Holden St.  
*Bricklayers, Masons, and Plasterers No. 18.* Dowlin Bldg., 101 Main St.; Mon.; George H. Smith, C. S., 264 Ashland St.  
*Carpenters No. 193.* Dowlin Bldg., 101 Main St.; Wed.; S. H. Crum, R. S., 291 Ashland St.  
*Cigar Makers No. 206.* C. L. U. Hall, 101 Main St.; 1st Tues.; W. E. Gaudette, P. O. Box 366.  
*Electrical Workers No. 289 (Telephone Workers).* 105 Holden St.; 1st Fri.; Robert H. Harvie, F. S., 6 Magnolia Ter.

NORTH ADAMS — Con.

*Lasters No. 165 (B. & S. W.).* B. & S. W. Hall, 101 Main St.; 2d Tues.; Francis J. Fleming, F. S., 85 River St.  
*Letter Carriers: Branch No. 103.* 2d Wed.; James A. Reagan, S.  
*Loomfixers No. 38.* St. Jean Hall, Bank St.; 2d and 4th Fri.; Robert O'Connor, C. S., 24 Jackson St.  
*Molders No. 300.* Foresters Hall, Hoosac Savings Bank Bldg., Main St.; 3d Mon.; Ernest M. Russell, C. R., 150 Eagle St.; James A. Loveday, B. A., Lock Box 180, Hartford, Conn.  
*Musicians No. 96.* C. L. U. Hall, 101 Main St.; 1st Sun. in Jan., Apr., July, and Oct.; F. E. Mallory, R. S., 333 Eagle St.  
*Painters, Decorators, and Paperhangers No. 2.* C. L. U. Hall, 101 Main St.; Mon.; Charles C. Murphy, R. S., 53 Chase Av.; Bert E. Thayer, B. A.  
*Railroad Station Employees No. 13.* Firemen's Hall, 101 Main St.; 4th Thurs.; Patrick J. O'Leary, R. S., 4 Crossey Pl.  
*Railway Clerks: Hoosac Lodge No. 324.* Moose Hall, Main St.; last Thurs.; Harley E. Andrew, S. T., 516 Union St.  
*Shoe Cutters No. 103 (B. & S. W.).* B. & S. W. Hall, 101 Main St.; 4th Fri.; L. E. Tyler, F. S. T., 81 Veazie St.  
*Sole Fasteners No. 201 (B. & S. W.).* B. & S. W. Hall, 101 Main St.; 1st and 3d Tues.; James F. MacNeill, F. S. and B. A., 18 Hall St.  
*Stationary Firemen No. 100.* 101 Main St.; 1st Thurs. and 4th Sun.; Emile Fournier, F. S., 115 E. Quincy St.  
*Stitchers No. 285 (B. & S. W.).* St. Jean Hall, 14 Bank St.; 2d Fri.; Miss Gertrude Ducharme, F. S., 73 Elmwood Av.  
*Tailors No. 353.* Over P. F. Boland Co. Shop, Bank St.; 2d Sun.; J. Marchio, F. S., P. O. Box 115.  
*Telephone Operators No. 24A.* Odd Fellows Hall, Main St.; 1st Wed.; Miss Valeda M. Viens, R. S., 230 Houghton St.  
*Theatrical Stage Employees No. 83.* Moose Hall, Main St.; 1st Sun.; William A. Robare, S. T., 19 Fuller St.  
*Treers and Finishers No. 212 (B. & S. W.).* Owls Hall, 112 Main St.; 1st Fri.; Tibbitts M. Northup, F. S., 84 Holden St.  
*Typographical No. 316.* St. Jean Hall, 14 Bank St.; 2d Tues.; James A. Bramley, S. T., Box 384.

NORTHAMPTON.

*Barbers No. 34.* Board of Trade Rooms, 59 Main St.; 4th Tues.; Thomas P. D. Gordon, F. and C. S., 32 Pleasant St.  
*Bartenders No. 113.* Board of Trade Rooms, 59 Main St.; 2d Sun.; Michael O'Neill, S. T., 18 Mechanic St.  
*Boiler Makers: Franklin Lodge No. 517.* K. of P. Hall, Main St.; 2d Fri.; Timothy Scannell, F. S., 76 Elm St., Greenfield; M. J. Comiskey, B. A., 18 Cherry St.

## Local Trade Unions.

## NORTHAMPTON — Con.

- Bricklayers and Plasterers No. 4.* Board of Trade Rooms, 59 Main St.; 2d and 4th Mon.; Patrick F. Lyons, R. S., 3 Massasoit Av.
- Building Laborers No. 23.* A. O. H. Hall, 90 Main St.; 1st and 3d Mon.; Frank Russell, S., 3 Warfield Pl.
- Carpenters No. 351.* K. of C. Hall, 37 Main St.; 1st and 3d Fri.; A. H. Wiggett, R. S., 54 Washington Av.; J. H. Dunn, B. A., 242 Bridge St.
- Cigar Makers No. 396.* Board of Trade Rooms, 59 Main St.; 1st Thurs.; Philip Benjamin, C. S., Box 34.
- Electrical Workers No. 710.* Board of Trade Rooms, 59 Main St.; 1st and 3d Tues.; Thomas S. Chaisson, F. S., 43 Milton St.
- Fire Fighters No. 108.* Fire Station, Masonic St.; 1st and 3d Tues.; Patrick H. Ryan, S., 60 Masonic St.
- Iron Molders No. 295* (Florence). A. O. H. Hall, Florence; 1st Mon.; W. E. Dunphy, F. S. and C. R., 78 West St., Florence; James A. Loveday, B. A., Lock Box 180, Hartford, Conn.
- Knitters No. 12* (Full Fashioned). Board of Trade Rooms, 59 Main St., 2d Tues. and Bay State Hall; 4th Fri.; David Loudfoot, R. S., 33 Garfield Av., Florence.
- Letter Carriers: Branch No. 64.* 42 Cherry St.; 1st Mon.; W. P. Donovan, S., Box 255, Florence; B. C. Smith, B. A., 65 New South St.
- Maintenance of Way Employees No. 317.* D. J. Clifford, S., 12 Linden St.
- Metal Polishers No. 139* (Bay State). German Hall, Bay State; 2d and 4th Tues.; M. J. Slater, R. S., 76 Vernon St.
- Musicians Protective No. 220.* Odd Fellows Hall, Center St.; 1st Sun.; Orrin J. Blinn, S., 122 King St.
- Painters No. 646.* A. O. H. Hall, 90 Main St.; 1st and 3d Fri.; L. B. DeRocher, F. S., 37 Kirkland Av.
- Plumbers, Steamfitters, and Gasfitters No. 64.* Foresters Hall, 86 Main St.; 1st and 3d Mon.; Joseph Brigham, F. S., 38 Myrtle St.; Joseph A. Lepine, B. A., 18 Washington Pl.
- Pulp, Sulphite, and Paper Mill Workers No. 7.* A. O. H. Hall, 90 Main St.; 1st and 3d Tues.; John T. Londergan, Pres. and B. A., 86 Parson St.
- Railroad Station Employees No. 21.* A. O. H. Hall, 90 Main St.; 4th Tues.; Timothy O'Keefe, F. S. T., 17 Linden St.; Moses P. McDonald, B. A., 11 Valley St.
- Railroad Trainmen: Meadow City Lodge No. 448.* K. of C. Hall, 39 Main St.; 1st and 3d Sun.; J. M. Planker, S., 22 Edwards Sq.; A. B. Craven, Journal Agent, 236 State St.
- Railway Carmen: Meadow City Lodge No. 576.* Carl D. Gladden, S., 27 Dickson St.
- Railway Clerks: Northampton Lodge No. 66.* Board of Trade Rooms, 59 Main St.; 1st Mon.; W. J. Williamson, S. T., Y. M. C. A.
- Stationary Firemen No. 143.* A. O. H. Hall, 90 Main St.; 2d Fri. and 4th Sun.; Jeremiah J. Lucey, C. S., 6 Glenwood Av.; Daniel P. Finn, B. A., 17 Arlington St.

## NORTHAMPTON — Con.

- Street and Electric Railway Employees No. 549.* Foresters Hall, 86 Main St.; 2d and 4th Fri.; George W. Lawley, F. S., 55 Chestnut St., Florence.
- Theatrical Stage Employees No. 232.* Academy of Music, Main St.; 1st Sun.; John Burke, R. S., P. O. Box 634; George H. Morrell, B. A., 17 Masonic St.
- Typographical No. 711.* 4 Crafts Av.; 1st Tues.; R. Ernest Reynolds, S. T., 4 Crafts Av.

## North Andover.

- Card Machine Operators.* On call; John W. Metcalf, S., 59 Church St.

## North Attleborough.

- Carpenters No. 1679.* A. O. H. Hall, Washington St.; 1st and 3d Tues.; M. F. Chandler, R. S., 102 East St.; William Degrenier, B. A., 45 Hawthorne St.
- Jewelry Workers No. 19.* Badaracco Hall, Washington St.; 2d and 4th Wed.; A. Frank Lynch, S. and B. A., P. O. Box 862.
- Letter Carriers: Branch No. 539.* On call, Red Men's Hall, 19 Church St.; William H. Shaw, S., 68 Washington St., North.
- Postal Employees No. 219.* On call; Charles L. Jordan, S. T., 28 Olive St.

## Northbridge.

- Letter Carriers: Branch No. 1474* (Whitinsville). Post Office; William L. St. Andre, S., Whitinsville, Mass.

## North Brookfield.

- Boot and Shoe Workers No. 130* (Mixed). Union Hall, Main St.; 2d Mon.; Minot A. Burrell, F. S. and B. A., Box 556, Randolph.
- Overall Workers No. 124.* Grange Hall, cor. Main and Maple Sts.; 1st Mon.; Mrs. Gertrude L. Hambury, R. and F. S.

## North Easton. (See EASTON.)

## Norton.

- Folders No. 651, Cloth* (Barrowsville). Barrowsville; 2d Mon.; Eugene Champagne, S. T., Barrowsville; Thomas F. McMahon, B. A., 762 Atwell Av., Providence, R. I.
- Street and Electric Railway Carmen No. 243.* (See TAUNTON.)
- Street and Electric Railway Employees No. 756.* 3d Mon.; Alton T. Leonard, R. S.

## Norwood.

- Bindery Women No. 213.* K. of C. Hall, Callahan Blk., Washington St.; 3d Thurs.; Miss Margaret Crowley, R. S. and B. A., 79 Monroe St.
- Blacksmiths No. 441.* 694 Washington St., Boston; last Sun.; John Earley, S., 47 Archdale Rd., Roslindale.



Local Trade Unions.

Norwood — Con.

- Boiler Makers: Norwood Lodge No. 231.* Naomi Hall, 724 Washington St., Boston; 2d and 4th Fri.; Robert Henderson, C. S., 225 Florence St., Ros.
- Bookbinders No. 176.* Odd Fellows Bldg.; 2d Mon.; John R. Reynolds, R. S., 146 Winslow Av.; Hugh W. Cameron, B. A., 18 Monponset St., Mattapan.
- Carpenters No. 866.* Eagles Hall, 52 Day St.; 1st and 3d Tues.; Warren C. Cottrell, R. S., 32 Warren St.; Denne Flansbury, B. A., Nahatan St.
- Iron Molders No. 323* (Norwood and Foxborough). Eagles Hall, 54 Day St.; 1st Fri.; Arthur E. Smith, F. S., 331 Nahatan St.; Eugene L. Murphy, B. A., 116 Winslow Av.
- Letter Carriers: Branch No. 742.* Eagles Hall, 54 Day St.; on call; Roy F. Fairbanks, S., 62 Prospect Av.
- Musicians No. 343.* Norwood Band Hall, Central St.; 4th Sat.; Herbert L. Engley, S. T., 19 Hoyle St.
- Painters, Decorators, and Paperhangers No. 747.* Eagles Hall, 54 Day St.; 2d Thurs.; John J. Quinlan, R. S. and T., 73 Avery St., Dedham; John J. Fitzhenry, B. A.
- Plumbers, Steamfitters, and Gasfitters No. 81.* Eagles Hall, 54 Day St.; 3d Wed.; Harry Shannon, S.; Joseph W. Baker, Treas., 394 High St., Dedham.
- Printing Pressmen No. 35.* Eagles Hall, 54 Day St.; 2d Fri.; Francis J. Duncan, S. T., 267 Railroad Av.

Orange.

- Letter Carriers: Branch No. 734.* 17 W. Main St.; 1st Fri.; D. H. Harrington, Pres.; L. E. Bosworth, B. A.

Palmer.

- Carpenters No. 445.* Hellyar's Hall, Main St.; Eugene Forsman, R. S.; Fred A. Capen, B. A., Pine St.
- Painters, Decorators, and Paper Hangers No. 711.* Carpenters Hall, Main St.; 1st and 3d Tues.; William Hemphill, R. S., Knox St.; H. T. Ellis, Pres. and B. A., Box 200, Three Rivers.

PEABODY.

- Leather Workers No. 1.* 56 Main St.; Thurs.; John J. Griffin, F. S. T.; Joseph Hayes, B. A., 1 Hamilton St., Salem.
- Letter Carriers: Branch No. 236.* P. O. Bldg.; quarterly; Herbert L. Brown, S., 173 Lowell St.
- Machinists No. 348.* 71 Washington St., Salem; 1st and 3d Mon.; J. J. McNally, S., 1 Prospect St., Salem; Ambrose A. Mahoney, Pres. and B. A.
- Stationary Firemen No. 101.* A. O. H. Hall; 2d and 4th Mon.; Michael Dunn, S., 25 Franklin St.

PITTSFIELD.

- Barbers No. 127.* C. L. U. Hall, 316 North St.; 1st Wed.; William Boos, C. and F. S., P. O. Box 1411.
- Bartenders No. 114.* North Union Bldg., North St.; 1st Sun.; Frank J. Mara, F. S. and B. A., 159 North St.
- Blacksmiths No. 214.* C. L. U. Hall, 316 North St.; 2d and 4th Thurs.; William J. Schultz, R. S., 35 Lebanon Av.
- Bottlers and Drivers No. 324.* C. L. U. Hall, 316 North St.; 1st Sun.; James T. Lynch, F. S., 289 Onota St.
- Brewery Workmen No. 141.* Melville Bldg., North St.; 1st Sat.; George Schaefer, S., 2 Martin St.
- Bricklayers, Masons, and Plasterers No. 20.* C. L. U. Hall, 316 North St.; Fri.; John J. O'Melia, S. T., 89 John St.
- Carpenters No. 444.* Ryan's Blk., 311 North St.; Mon.; Albert W. Turner, R. S., 119 Lenox Av.
- Carpenters No. 1660* (Shop). C. L. U. Hall, 316 North St.; 2d and 4th Tues.; Rupert A. Cady, S., 86 Ventura Av.
- Draftsmen No. 18.* C. L. U. Hall, 316 North St.; 1st Thurs.; Otis R. Richmond, R. S., 326 Onota St.
- Electrical Workers No. 170* (Shop Workers). C. L. U. Hall, 316 North St.; 1st and 3d Tues.; John M. Clarkson, F. S., 66 Marcella Av.
- Electrical Workers No. 242* (Cranemen). C. L. U. Hall, 316 North St.; 1st and 3d Fri.; F. J. Russell, F. S., 206 Woodlawn Av.
- Electrical Workers No. 284* (Telephone Men). Veteran Firemen's Hall, School St.; 1st and 3d Tues.; Gilbert Wm. Johnson, R. S. and B. A., 136 Bradford St.
- Electrical Workers No. 496.* C. L. U. Hall, 316 North St.; 2d and 4th Tues.; Louis H. Downing, R. S., 596 Tyler St.
- Federal Labor No. 15271* (Laborers, shippers and stock clerks). C. L. U. Hall, 316 North St.; 1st and 3d Thurs.; Samuel J. Reynolds, F. S., 21 Kent Av.
- Letter Carriers: Branch No. 286.* Federal Bldg., Allen St.; William J. Morrow, S., 97 Lincoln St.
- Machinists No. 739.* C. L. U. Hall, 316 North St.; 2d and 4th Tues.; Frank Powers, R. S., Lenox Av.
- Maintenance of Way Employees: Signal Department No. 617* (B. & A. R.R.). 2d Sun.; John M. Buchan, S. T., 84 Woodleigh Av.
- Maintenance of Way Employees No. 1303.* Berkshire Hall, Broadway and Partition Sts.; last Sat.; William C. Kane, S., Chatham Centre, N. Y.; H. R. Blood, B. A., 5 Prospect Pl., Rensselaer, N. Y.
- Metal Polishers, Buffers, and Platers No. 64.* C. L. U. Hall, 316 North St.; 3d Mon.; Harry McDonald, R. S., 200 Appleton Av.
- Molders No. 245.* C. L. U. Hall, 316 North St.; 2d and 4th Mon.; Gustav Reiff, C. R., 24 Harold St.; L. E. Gerrity, B. A., 314 Hullet St.; Schenectady, N. Y.

## Local Trade Unions.

## PITTSFIELD — Con.

- Moving Picture Machine Operators No. 452.* Caledonian Hall, 246 North St.; 2d Sun.; Merton R. Clark, F. A. and C. S. T., P. O. Box 1205; A. A. Elliott, B. A., Bay State Rd.
- Musicians No. 109.* Shiptons Hall, 150 North St.; 1st Sun.; John F. Walsh, Gen. S., 42 Curtis St.
- Painters, Decorators, and Paperhangers No. 94.* C. L. U. Hall, 316 North St.; 2d and 4th Fri.; Peter H. Rogers, R. S., 46 Francis Av.; Joseph McDonough, B. A., 20 Gale Av.
- Pattern Makers Association.* C. L. U. Hall, 316 North St.; 1st and 3d Tues.; E. Umpleby, Bus. Mgr., P. O. Box 780, Schenectady, N. Y.
- Plumbers, Steam, and Gasfitters No. 297.* Ryan's Bldg., 311 North St.; 2d Thurs.; Fred Carpenter, S. T., 199 Springside Av.
- Plumbers and Steamfitters No. 321 (Shop).* C. L. U. Hall, 316 North St.; 2d and 4th Wed.; Daniel Casey, S. T., 533 West St.
- Printing Pressmen and Assistants No. 228.* Day's Hall, Columbus Av.; 2d Mon.; William T. Maley, S. T., 73 High St.
- Railroad Station Employees: Berkshire Division No. 35.* Red Men's Hall, 30 Eagle St.; 1st Sun.; W. H. Martin, S. T., 40 Francis Av.
- Railroad Trainmen No. 336.* Odd Fellows Hall, 248 North St.; 1st and 3d Sun.; William P. Cronin, S., 50 Dewey Av.
- Railway Carmen: Berkshire Lodge No. 1074.* C. L. U. Hall, 316 North St.; 2d Sat.; Edward J. LeFebvre, F. S., 19 Francis Ter.
- Railway Clerks: Berkshire Lodge No. 273.* Red Men's Hall, 30 Eagle St.; 1st Tues.; L. H. Studley, S. T., 103 Bradford St.
- Stationary Firemen No. 334.* C. L. U. Hall, 316 North St.; 1st and 3d Tues.; Peter Colwell, S. T., 8 Pine St.
- Stenographers, Typewriters, Bookkeepers, and Assistants No. 16312.* C. L. U. Hall, 316 North St.; 1st and 3d Thurs.; Miss Annamae Kearney, R. S., 52 Adams St.; Miss Daisy Clark, F. S. and B. A., 41 Third St.
- Street and Electric Railway Employees No. 496.* C. L. U. Hall, 316 North St.; 2d Thurs.; Owen G. Monroe, R. S. and B. A., P. O. Box 991.
- Tailors No. 295.* C. L. U. Hall, 316 North St.; 1st Mon.; Alexander M. Jones, C. S., P. O. Box 810.
- Telephone Operators No. 23A.* Veteran Firemen's Hall, School St.; Miss Marguerite C. Claffie, R. S., 21 Carson Av., Dalton.
- Theatrical Stage Employees No. 275.* Caledonian Hall, 246 North St.; 1st Sun.; Arthur A. Elliott, S. T., 151 North St.
- Typographical No. 109.* C. L. U. Hall, 316 North St.; 1st Mon.; James E. Reagan, S. T., 202 Lenox Av.

## Plymouth.

- Bricklayers, Masons, and Plasterers No. 46.* G. A. R. Hall, Middle St.; 2d Mon.; T. H. Andrews, F. S., 4 Lewis St.
- Carpenters No. 1591.* Red Men's Hall, 18 Middle St.; 1st and 3d Wed.; Charles H. Smith, R. S., 119 Summer St.

## Plymouth — Con.

- Iron Molders No. 462.* A. O. U. W. Hall, 25 Main St.; 1st Tues.; John Metz, C. R., 6 Edes St., Eugene L. Murphy, B. A., 116 Winslow Av.; Norwood.
- Letter Carriers: Branch No. 136.* 1st Tues.; William A. Gray, S., 47 Davis St.
- Musicians No. 281.* Calumet Club Rooms, Russell Bldg., Main St.; on call; Richard B. Brown, S., 7 Winslow St.
- Plumbers, Steamfitters, Gasfitters and Steamfitters' Helpers No. 704.* Machinists Rooms; 1st and 3d Fri.; Sikes Hey, S. T., 20 Oak St.
- Provincetown.**
- Fishermen's Union of the Atlantic: Provincetown Branch.* Fishermen's Hall, 164 Commercial St.; Tues.; B. S. Ramos, Br. Agt.
- Letter Carriers: Branch No. 1285.* Frank J. Lewis, S., 484 Commercial St.

## QUINCY.

- Barbers No. 390.* 1382 Hancock St.; 1st Sun.; F. W. Cochran, C. and F. S.; 809 Broad St., E. Weymouth.
- Blacksmiths No. 316.* Johnson Bldg., Hancock St.; 1st Sun. and 3d Wed.; Otto E. Gelotte, F. S., 26 Bennington St.
- Boiler Makers No. 33.* Johnson Bldg., Hancock St.; Fri.; John Ward, C. S., 1433 Hancock St.; Henry L. McGue, B. A., 1433 Hancock St.
- Boiler Makers No. 114.* Johnson Bldg., Hancock St.; 2d and 4th Sun.; Thure Karlstrom, C. S., 20 Evans Rd., N. Weymouth.
- Bricklayers, Masons, and Plasterers No. 52.* Wilson Hall, Hancock St.; Mon.; Thomas Lyons, F. and C. S., 303 Commercial St., E. Braintree.
- Carpenters No. 762.* Johnson Bldg., Hancock St.; Mon.; C. A. Jones, R. S., 58 River St.; John G. Cogill, B. A., 27 Glen Ct., Malden.
- Carpenters, Joiners, and Caulkers No. 1389 (Ship).* G. A. R. Hall, Hancock St.; Mon.; Charles S. Jones, R. S., 58 River St.
- Drillers and Tappers No. 651.* Wilson Hall, Hancock St.; 1st and 3d Wed.; C. F. Coffin, S., Quincy Av.; H. L. McGue, B. A., 1433 Hancock St.
- Electrical Workers No. 407 (Crane Operators).* Protection Hall, Hancock St., cor. of Maple; 1st and 3d Sun.; W. G. Connor, R. S., 31 Revere Rd.
- Engineers, Amalgamated Society of: Fore River Branch No. 1108.* Union Hall, Cottage Av.; alt. Wed.; Robert Doherty, S., 9 Wellington Av., E. Braintree; William Whiteside, B. A., 2 Buttonwood St., Dorchester.
- Granite Cutters: Quincy Branch.* Clan MacGregor Hall, Franklin St.; 1st Wed. on or after the 15th; Nicholas Williams, C. S., 107 Common St.
- Granite Polishers.* Clan MacGregor Hall, Franklin St.; 3d Thurs.; Stephen D. Tinney, R. S., 362 Granite St.
- Hod Carriers and Building Laborers No. 133.* Johnson Bldg., Hancock St.; 1st and 3d Sun.; Antonio Brandolini, F. S., 32 Lancaster St.

Local Trade Unions.

QUINCY — Con.

*Hod Carriers and Building Laborers No. 441.* Hancock Bldg.; M. McGatcomb, S. and B. A., 37 Cherry St.

*Lathers No. 96.* Wilson Hall, Hancock St.; 2d and 4th Thurs.; Ernest Lord, F. S., Francis Rd., E. Weymouth.

*Machinists: Quincy Lodge No. 108.* Johnson Bldg., Hancock St.; Mon.; Samuel B. Folsom, F. S., Adams Bldg.; Frank Morris, B. A., Adams Bldg.

*Painters, Decorators, and Paperhangers No. 445* (Squantum — Fore River). Hancock Hall, Quincy, alt. Thurs., and Finnegan's Hall, Dorchester, alt. Fri.; M. F. Ford, R. S., 16 North Av., Dorchester.

*Painters, Decorators, and Paperhangers No. 773.* Johnson Bldg., 1382 Hancock St.; 4th Thurs.; Charles F. Best, F. S., 22 Newcomb Pl.

*Pattern Makers Association: Quincy Branch.* On call; E. E. Wheeler, R. S., 42 Mill St.; True J. Andrews, B. A., 665 Washington St., Boston.

*Plumbers, Steamfitters, and Steamfitters' Helpers No. 238* (Marine). Protection Hall, Hancock St.; Wed.; James Cunningham, F. S., 36 Newcomb Pl.

*Plumbers, Gasfitters, Steamfitters, and Steamfitters' Helpers No. 275.* 1382 Hancock St.; 1st and 3d Tues.; Thomas A. Paradis, R. S., 452 Quarry St., W. Quincy; Lawrence J. Barry, B. A., 208 Whitwell St.

*Quarry Workers No. 47* (West Quincy). A. O. H. Hall, 200 Common St., W. Quincy; 1st and 3d Fri.; Peter J. Bertrand, F. S., 186 Common St.

*Steam Engineers No. 79.* Clan MacGregor Hall, Franklin St.; 2d and 4th Wed.; Alexander M. Smith, R. S., 215 Palmer St.

*Street and Electric Railway Employees No. 253.* Johnson Bldg., 1382 Hancock St.; 2d and 4th Mon.; Arthur L. Blanchard, S. T., 587 Broad St., E. Weymouth; William H. Gould, B. A., 98 Revere Rd.

*Team Drivers No. 305* (General). St. Jeans Hall, Copeland St.; 1st Wed.; Albert Trotman, S. T., 47 Nightingale Av.

*Tool Sharpeners No. 1.* Dobles Hall, Franklin St.; 3d Fri.; J. B. Hutchinson, F. S. T., 115 Intervale St.

Randolph.

*Boot and Shoe Workers No. 122* (Mixed). Cartwright and Hurley Blk., Main St.; 2d and 4th Thurs.; Minot A. Burrell, B. A., Box 556.

Reading.

*Carpenters No. 1391.* Lyceum Hall, Haven St.; 2d and 4th Tues.; F. A. Butters, R. S., 68 Pleasant St.; John G. Cogill, B. A., 27 Glen Ct., Malden.

*Letter Carriers: Branch No. 767.* Post Office; on call; Fred M. Day, S.

*Street and Electric Railway Employees No. 249.* Lyceum Hall, Haven St.; 3d Fri.; Walter M. Cotting, R. S., 45 Crescent St., Wakefield; Charles A. Taylor, B. A., 176 Main St.

REVERE.

*Bakers No. 183.* S. Bernstein, S., 172 Hichborn St.

*Carpenters No. 846.* A. O. H. Hall, 35 Winthrop Av.; Fri.; Joseph F. Callahan, R. S., 68 Eustis St.

*City Employees No. 715.* A. O. H. Hall, 35 Winthrop Av.; 1st and 3d Tues.; William H. Quinlan, R. S., 278 Mountain Av.

*Fire Fighters No. 161.* Central Fire Sta.; 1st Fri. (June, July, Aug. and Sept.); 1st and 3d Fri. (other months); J. S. Behan, S., 321 Beach St.

Rockland.

*Barbers No. 408.* 427 Center St., Abington; 2d Mon.; Alexander D. MacKinnon, C. and F. S., 112 Arlington St.

*Boot and Shoe Workers No. 48* (Mixed). B. & S. W. Hall, Union St.; 2d and 4th Thurs.; John M. Gorman, F. S. T. and B. A., P. O. Box 104.

*Carpenters No. 1521.* Phoenix Blk., Union St.; Wed.; E. E. Simmons, F. S., 59 Reed St.; Leroy W. Beedle, B. A., 56 Hobart St., E. Braintree.

*Letter Carriers: Branch No. 1082.* A. L. Fish, S.

*Painters, Decorators, and Paperhangers No. 1013.* Phoenix Blk., Union St.; 2d and 4th Thurs.; Fred W. Keene, R. S., 533 Washington St., Abington.

Rockport.

*Granite Cutters: Cape Ann Branch.* (See GLOUCESTER.)

*Hoisting and Portable Engineers No. 108.* Dock Sq.; Wed.; William D. Powers, R. S., 45 Granite St.

*Letter Carriers: Branch No. 1415.* Post Office; 1st Wed.; Albert S. Parsons, S., 7 Railroad Av.

*Paving Cutters No. 53.* Temperance Hall, Forest St.; 2d Mon.; Frank A. Peterson, S., 49 Granite St.

*Quarry Workers No. 86.* Forest St.; 2d Wed.; George F. Hodgins, C. S., 27 Granite St.

SALEM.

*Bakers and Confectionery Workers No. 277.* 71 Washington St.; 1st and 3d Sat.; John D. Hart, R. S. and B. A., 25 Foster St.

*Barbers No. 385.* 71 Washington St.; 1st Thurs.; Silas N. Lapham, C. and F. S., 14 Turner St.

*Boot and Shoe Cutters No. 84* (U. S. W.). Federal Theatre Bldg.; Fri.; Charles D. Gray, R. S., James E. Marsh, B. A.

*Bricklayers, Masons, and Plasterers No. 25.* Bricklayers Hall, 175 Essex St.; Tues.; William Pawley, S., 29 Forrester St.

*Building Laborers No. 14.* Charles Duncanson, Pres., 79 Endicott St.

*Carpenters No. 388.* 71 Washington St.; Thurs.; Clarence H. Moore, R. S., Gardner Pk., Peabody; Louis E. Dumas, B. A.

*Carpenters No. 1210* (French). Carpenters Hall, 71 Washington St.; Wed.; Anedee J. Bouley, S., 105 Congress St.; Louis E. Dumas, B. A.

## Local Trade Unions.

## SALEM — Con.

*Carpenters No. 1516* (Mill). Carpenters Hall, 71 Washington St.; 2d and 4th Thurs.; Elmer G. Walker, S., 2 Gifford Ct.; Louis E. Dumas, B. A.

*Edgmakers No. 1* (Allied Shoe Workers). Veteran Firemen's Hall, Essex St.; Fri.; William J. Carson, F. S., 44 Bridge St.; Thomas McGuire, B. A., Cross St. Court.

*Electrical Workers No. 244* (Telephone Workers). Eagle Hall, Church St.; Fri.; Chester A. Foster, R. S., South Hamilton.

*Electrical Workers No. 259*. 35 Washington St.; 2d and 4th Mon.; George E. Smith, R. S., 50 Pine St., Danvers.

*Fire Fighters No. 173*. A. J. Narbes, S., Ladder Co. No. 1.

*Heel Workers Independent No. 2* (Allied Shoe Workers). Veteran Firemen's Hall, 175 Essex St.; Thurs.; Ellsworth E. Melanson, B. A., 1 Friend St.

*Lasters No. 16* (U. S. W.). 176 Essex St.; Fri.; T. J. Buckley, S. and B. A.

*Lathers No. 334* (Wood, Wire, and Metal). C. L. U. Hall, 53 Washington St.; Tues.; Arthur F. Gadbois, F. S., 35 Chase St., Beverly.

*Letter Carriers: Branch No. 152*. Hotel Washington, 150 Washington St.; 1st Mon.; James P. Sullivan, R. S.

*Loomfixers No. 30*. 50 Fayette St.; Thurs.; Thilias Tillittier, R. S., 57 Harbor St.

*Maintenance of Way Employees: Salem Lodge No. 987*. Arthur H. Foss, S. T., 8 Pickman Rd.

*Molders No. 103*. 71 Washington St.; 1st and 3d Fri., and South St., Lynn, 2d and 4th Fri.; Robert J. McCartney, C. R., 3 Harrison Av.; William John, B. A., 25 Wilbur St., Everett.

*Moving Picture Machine Operators No. 245*. 176 Essex St.; 1st Sun.; B. A. Reed, C. S., 228 Essex St.; Leo F. Barber, B. A., 22 Green St., Lynn.

*Municipal Employees No. 986*. Odell Hall, 60 Washington St.; 4th Tues.; John E. O'Leary, R. S., 23 Arbella St.

*Packing Room Workers No. 32* (U. S. W.). 176 Essex St.; 1st and 3d Mon.; Patrick J. Buckley, B. A.

*Painters, Decorators, and Paperhangers No. 247*. 71 Washington St.; Wed.; Harry A. Weston, R. S., 30 Highland Av.

*Plumbers No. 138*. Manning Bldg., 53 Washington St.; Tues.; George M. Browning, S., 14 East St.; John P. O'Connell, B. A., 71 Washington St.

*Railroad Building Mechanics Division No. 2*. 206 Bridge St.; 2d Tues.; Stephen W. Francis, R. S., 248 Washington St.

*Railroad Station Employees: Hawthorne Division No. 8*. Eagle Hall, Church St.; 3d Fri.; Albert E. Barnes, S. T., 12 Winthrop St.; R. C. Putnam, Local Ch., Adjustment Com.

*Railroad Trainmen: North Shore Lodge No. 749* (B. & M. R.R.). O. U. A. M. Hall, 175 Essex St.; James Collins, S., 24 Essex St.; C. H. Kelley, Local Ch., cor. of Essex and May Sts.

## SALEM — Con.

*Railroad Workers: Salem Lodge No. 34*. On call; 1st Thurs. alt. months; Thomas H. Condon, S., 15 Boardman St.

*Railway Clerks: Witch City Lodge No. 78*. O. U. A. M. Hall, 175 Essex St.; 2d Tues.; Miss Bessie L. Tansey, S., 28 Hawk St., Marblehead; C. W. Regan, B. A., B. & M. Freight Office.

*Railway Express Employees No. 127*. C. L. U. Hall; 71 Washington St.; 2d Tues.; Thomas J. Welch, S. T., American Express Co.

*Sheet Metal Workers No. 262*. 51 Washington St., 2d Wed.; Clarence B. Pitman, R. S., 3 King St., Peabody.

*Stationary Firemen No. 101*. (See PEABODY.)

*Steam Engineers No. 93*. Engineers Hall, 221 Essex St.; Wed.; James A. Reid, S., 155 Boston St.; Thomas Connelly, B. A., 29 Warren St., Peabody.

*Stitchers No. 85* (U. S. W.). 176 Essex St.; Thurs.; John J. Butler, F. S. and B. A.

*Stock Fitters No. 29* (U. S. W.). 176 Essex St.; 1st and 3d Tues.; T. J. Buckley, B. A.

*Street and Electric Railway Employees No. 246*. 71 Washington St.; 1st and 3d Thurs.; Marcus Shea, R. S., N. Pine St.

*Teamsters No. 301*. 243½ Essex St.; 1st and 3d Thurs.; Hugh A. Cameron, Pres., 7 Barton St., John P. O'Connell, B. A., 71 Washington St.

*Telephone Operators No. 16A*. Federal Hall, cor. Federal and Washington Sts.; 1st Mon.; Miss Katherine Hines, R. S., 205 Loring Av.

*Textile Workers No. 33* (Nat. Amal.). C. L. U. Hall, 71 Washington St.; 1st and 3d Tues.; John P. O'Connell, F. S. and B. A.

*Textile Workers No. 36*.

*Theatrical Stage Employees No. 196*. 176 Essex St.; 3d Sat.; Max A. Woodbury, F. and C. S., 36 Boardman St.

## SITUATE.

*Carpenters No. 1842*. Town Hall; 1st and 3d Fri.; A. Frank Richardson, R. S., Box 51; Leroy W. Beedle, B. A., 56 Hobart St., E. Braintree.

## SHARON.

*Carpenters No. 966*. Workman's Bldg., N. Main St.; 1st Fri.; Benjamin S. Bolles, R. S., R. F. D., N. Main St.

## SOMERVILLE.

*Carpenters No. 544*. Isabella Hall, cor. Highland Av. and Central St.; Tues.; R. H. Macdougall, R. S., 21 Bay State Av., W. Somerville; Mr. Dishler, B. A., 30 Hanover St., Boston.

*City Employees No. 720*. K. of C. Hall, Highland Av.; 1st Fri. and 3d Sun.; Joseph J. Dennehy, S. T., 320 Lowell St.

*City Employees No. 998* (Mechanics and Artisans). K. of C. Bldg., Highland Av.; 1st Fri.; Charles Wharf, S. T., 10 Partridge Av.

*Fire Fighters No. 76*. Central Fire Station; 3d Thurs.; Joseph E. Burns, S., Engine No. 2, Broadway and Cross St.

Local Trade Unions.

**SOMERVILLE — Con.**

- Flint Glass Workers No. 120.* Hill Bldg., Union Sq.; 1st Wed.; William J. McDonough, Jr., R. S., 20 Prospect St.
- Locomotive Firemen and Enginemen: Paul Revere Lodge No. 485.* Newcomb Hall, cor. Broadway and Franklin St.; 1st Sun. and 3d Thurs.; Joseph C. Robinson, R. S., 19 Wesley St.; Z. J. Blake, B. A., 9 Cambridge St., Boston.
- Meat Cutlers and Butcher Workmen No. 383.* (See CAMBRIDGE.)
- Painters, Decorators, and Paperhangers No. 937.* Hill Bldg., Union Sq.; 2d and 4th Mon.; J. W. Mullalley, R. S., 10 Newman St., N. Cambridge; B. L. Mosher, F. S., 255 Springvale Av., Everett.
- Plasterers No. 275.* Liberty Hall, Hill Bldg., Union Sq.; 1st and 3d Mon.; T. F. Waters, F. S.; John E. Fox, B. A., 1 Bonner Av., Malden.
- Railway Carmen: Prospect Hill Lodge No. 633.* Ashland Hall, 92 Leverett St., Boston; 1st and 3d Fri.; George A. List, R. S., 19 Tufts St.; C. E. Dudley, B. A., 5 Ralph St., Lowell.
- Railway Clerks: Somerville Lodge No. 51.* Hill Bldg., Union Sq.; 2d Wed.; Charles A. Young, S., 164 Broadway; J. H. Woodman, B. A., 12 Mason St., Medford.

**Southbridge.**

- Bartenders No. 742.* 7 Chapin St.; 1st Sun.; William W. Roycroft, F. S., Hotel Columbia.
- Bricklayers, Masons, and Plasterers No. 50.* Foresters Hall; 1st Mon.; Thomas Palmer, Pres., R. F. D. No. 2.
- Carpenters No. 861.* St. Peter's Hall, Main St.; 1st and 3d Wed.; Louis N. Langevin, R. S., 33 Charlton St.; Oliver Jonah, B. A., 62 Madison St., Worcester.
- Letter Carriers: Branch No. 796.* Post Office Bldg.; 1st Mon. after 15th; Patrick J. Breen, S.
- Plumbers and Steamfitters No. 678.* Carpenters Hall, Main St.; 3d Fri.; John F. Power, S., Pleasant St.

**South Framingham. (See FRAMINGHAM.)**

**Spencer.**

- Boot and Shoe Workers No. 161 (Mixed).* Mechanic Hall, Chestnut St.; last Wed.; Alexander L. Gouin, S., Box 75.
- Letter Carriers: Branch No. 1297.* H. E. Lanagan, S.

**SPRINGFIELD.**

- Asbestos Workers No. 43.* (See *Insulators and Asbestos Workers No. 43.*)
- Bakers No. 32.* C. L. U. Hall, 19 Sanford St.; 1st Sat.; G. F. Sherman, C. S. and B. A., 542 Union St.
- Bakers No. 404 (Hebrew).* Socialists Hall, 150 Bridge St.; 2d Fri.; Meyer Levin, S. T., 82 Belle Av.
- Barbers No. 30.* C. L. U. Hall, 19 Sanford St.; 1st and 3d Thurs.; Harry C. Niebuhr, F. S. and B. A., 21 Sanford St.

**SPRINGFIELD — Con.**

- Bartenders No. 67.* C. L. U. Hall, 19 Sanford St.; 2d Sun.; Edmond Raleigh, B. A., P. O. Box 593.
- Bill Posters and Billers No. 15.* Moose Hall, 19 Lyman St.; 2d Sun.; Merle E. Willis, S. T., 69 Union St.; David Roberts, B. A., P. O. Box 186.
- Blacksmiths No. 374, Railroad.* Machinists Hall, 257 Main St.; 1st and 3d Fri.; Carl V. Shellman, S., 36 Bartlett Av.
- Boiler Makers No. 218 (B. & A. R.R.).* C. L. U. Hall, 19 Sanford St.; 2d and 4th Thurs.; Philip F. Young, Pres., 8½ Main St.
- Bottlers and Drivers No. 143.* C. L. U. Hall, 19 Sanford St.; 2d and 4th Sun.; Hugh F. Bowen, S., 124 Greene St.
- Brass Molders No. 381.* (See *Molders No. 381, Brass.*)
- Brewery Workers No. 99.* C. L. U. Hall, 19 Sanford St.; 1st and 3d Sun.; William McSweeney, C. S., 78 Maynard St.
- Bricklayers, Masons, and Plasterers No. 1.* C. L. U. Hall, 19 Sanford St.; Tues.; Thomas M. Collins, Jr., B. A.
- Building Laborers No. 69.* C. L. U. Hall, 19 Sanford St.; 1st and 3d Wed.; Florence Driscoll, R. S., 85 Lebanon St.; David Consolati, B. A., Box 228, Mittineague.
- Carpenters No. 96 (French).* C. L. U. Hall, 19 Sanford St.; Thurs.; Frederic Dalpe, R. S., 17 Massasoit Pl.; Thomas McCarrol, B. A., 845 Worthington St.
- Carpenters No. 177.* C. L. U. Hall, 19 Sanford St.; Fri.; Patrick T. Garvey, R. S., 6 Harriet St.; Thomas McCarrol, B. A., 845 Worthington St.
- Carpenters No. 1105 (Mill).* C. L. U. Hall, 19 Sanford St.; 1st and 3d Wed.; George L. Hayes, R. S., 64 Alderman St.; Thomas McCarrol, B. A., 845 Worthington St.
- Cigar Makers No. 49.* C. L. U. Hall, 19 Sanford St.; Mon.; John W. Russell, F. S. T., 19 Windsor St.; William J. Murphy, B. A., 21 Sanford St.
- Coal Teamsters and Helpers No. 154.* C. L. U. Hall, 19 Sanford St.; 2d and 4th Wed.; Patrick Houlihan, R. S., 59 Cass St.; John Hurley, B. A., 288 Chestnut St.
- Cooks and Waiters No. 273.* Cooks and Waiters Hall, 275 Dwight St.; 1st and 3d Wed.; Charles E. Sands, S. T.
- Drop Forge Trades No. 1.* C. L. U. Hall, 19 Sanford St.; 2d and 4th Fri.; Wm. A. Shuerer, F. S., 56 Faleott Av.
- Electrical Workers No. 7.* Moose Hall, 19 Lyman St.; Mon.; John Beauchemin, F. S., 21 Sanford St.
- Electrical Workers No. 160 (Telephone Workers).* Moose Hall, 19 Lyman St.; 2d and 4th Tues.; Charles J. Dion, R. S., 56 Vermont St.
- Electrical Workers No. 293.* C. L. U. Hall, 19 Sanford St.; last Wed.; C. W. Haggins, F. S. and T., 249 Tyler St.
- Electrical Workers No. 859.* C. L. U. Hall, 19 Sanford St.; 1st and 3d Thurs.; Wm. H. Sharpe, F. S., 56 Sumner St.

## Local Trade Unions.

## SPRINGFIELD — Con.

- Electrotypers No. 44.* C. L. U. Hall, 19 Sanford St.; 1st Thurs.; Thomas V. Inwood, S. T., 116 Fort Pleasant Av.
- Elevator Constructors No. 41.* Cooks and Waiters Hall, 275 Dwight St.; 1st and 3d Mon.; J. E. Johnson, R. S., 29 Woodside Ter.
- Federal Employees No. 101.* R. M. Franklin, S., 83 Abbe St.
- Grain and Mason Supply Handlers No. 215.* C. L. U. Hall, 19 Sanford St.; 1st Wed.; Fred Jorey, S. T., 539 Main St.
- Granite Cutters.* (See HOLYOKE.)
- Hoisting and Portable Engineers No. 98.* C. L. U. Hall, 19 Sanford St.; 1st and 3d Fri.; Edward M. White, F. S. T., 67 Bradford St.
- Insulators and Asbestos Workers No. 43.* Heat and Frost. C. L. U. Hall, 19 Sanford St.; 2d and 4th Mon.; M. J. Mulvehill, Acting S., 32 Chestnut St., Holyoke.
- Horseshoers No. 16.* C. L. U. Hall, 19 Sanford St.; 2d Wed.; James Kane, F. S., 85 Cass St.
- Laborers No. 47, Common.* Temple Hall, 680 Main St.; 1st and 3d Wed.; Frank De George, S. and B. A., 158 Pendleton St.
- Lathers No. 25* (Wood, Wire, and Metal). C. L. U. Hall, 19 Sanford St.; 1st and 3d Mon.; Joseph Hope, F. S., 22 Margaret St.
- Letter Carriers: Branch No. 46.* Myrick Bldg., 29 Worthington St.; 1st Tues.; John D. O'Connell, Jr., S., 333 Eastern Av.
- Lithographers of America No. 21, Amalgamated.* Hibernian Hall, Worthington St.; 3d Fri.; G. H. Decker, Pres., 161 Oak Grove Av.
- Locomotive Engineers No. 63.* Town Hall Bldg., West Springfield; 1st and 3d Sun.; Charles E. Cooley, S. T., 40 Fairview Av., W. Springfield.
- Locomotive Engineers No. 880.* Odd Fellows Hall, Pynchon St.; 2d Sun. and 4th Thurs.; N. R. Webb, S. T., 79 Sargeant St.
- Locomotive Firemen and Enginemen: Hampden Lodge No. 307.* Odd Fellows Hall, Pynchon St.; 1st Tues. and 3d Sun.; Albert E. James, R. S., 70 Alderman St.
- Locomotive Firemen and Enginemen: Home City Lodge No. 793.* Harmony Hall, Myrick Bldg., 29 Worthington St.; 2d Wed. and 4th Fri.; D. T. Barnfather, R. S., Suffield St., Agawam.
- Machinists No. 214.* Machinists Hall, 257 Main St.; Thurs.; Benjamin A. Cohan, F. S.
- Machinists No. 437, Railroad.* C. L. U. Hall, 19 Sanford St.; 2d and 4th Fri.; Albert L. Wood, R. S., 156 Boulevard St., R. F. D. No. 2, W. Springfield; George H. French, B. A., 22 Orleans St.
- Machinists: Arsenal Lodge No. 619.* Red Men's Hall, 525 Main St.; Mon.; F. X. Clarke, R. S., 75 Spring St.; W. J. Harrington, F. S., 56 Rochelle St.
- Maintenance of Way Employees No. 612.* Harmony Hall, Myrick Bldg., 29 Worthington St.; 1st Sat.; Timothy Regan, S., 78 Mosely Av.

## SPRINGFIELD — Con.

- Maintenance of Way Employees and Railway Shop Laborers No. 912* (Bridge and Building) (B. & A. R.R.). C. L. U. Hall, 19 Sanford St.; 4th Fri.; Russell E. Abrams, S. T., 67 E. Silver St., Westfield.
- Metal Polishers, Buffers, Platers and Brass Workers No. 30.* C. L. U. Hall, 19 Sanford St.; 2d and 4th Fri.; Frank Ongly, F. S.
- Molders No. 381* (Brass). C. L. U. Hall, 19 Sanford St.; 1st and 3d Tues.; Peter N. Desmarais, C. R. and F. S., 33 Norfolk St.; James A. Loveday, B. A., Lock Box 180, Hartford, Conn.
- Molders No. 167* (Iron). C. L. U. Hall, 19 Sanford St.; 1st and 3d Fri.; R. J. Skehan, C. R., 27 Russell St., Merrick; James A. Loveday, B. A., Box 180, Hartford, Conn.
- Moving Picture Operators No. 186.* 225 Main St.; 2d and 4th Sun.; W. A. Lewis, S. T., P. O. Box 835; John F. Gatelee, B. A., P. O. Box 835.
- Musicians Protective No. 171* (Hampden County). Musicians Hall, 77 Worthington St.; 2d Sun.; Edwin H. Lyman, S.
- Painters, Decorators, and Paperhangers No. 257.* C. L. U. Hall, 19 Sanford St.; Wed.; M. F. Skehan, R. S., 21 Sanford St.; P. H. Triggs, B. A., 7 Atwood Pl.
- Pattern Makers Association.* 145 State St.; Thurs.; Robert J. Buntin, B. A., 40 Applewood Pl.
- Photo-Engravers No. 57.* C. L. U. Hall, 19 Sanford St.; 2d Tues.; Frank Kenton, S. T., Agawam.
- Plumbers No. 89.* C. L. U. Hall, 19 Sanford St.; Mon.; M. Joseph Scanlan, F. S. and B. A., 21 Sanford St.
- Printing Pressmen and Assistants No. 85.* C. L. U. Hall, 19 Sanford St.; 3d Thurs.; Howard J. Larson, S. T., 195 College St.
- Railroad Station Employees Division No. 34* (B. & A. R.R.). A. O. H. Hall, 347 Worthington St.; 1st Mon.; Philip E. Prenderville, Pres., 77 Franklin St.
- Railroad Telegraphers No. 33.* Harmony Hall, 29 Worthington St.; 3d Sat.; Martin J. Walsh, S. T., 15 Moseley Av., Merrick.
- Railroad Trainmen: City of Homes Lodge No. 622.* Harmony Hall, 29 Worthington St.; 2d and 4th Sun.; W. H. Fish, S., 37 Norfolk St.
- Railway Carmen: City of Homes Lodge No. 534.* C. L. U. Hall, 19 Sanford St.; 2d Fri.; John T. Sullivan, F. S., 53 Belle Av., Merrick.
- Railway Carmen: Mt. Nonotuck Lodge No. 703.* C. L. U. Hall, 19 Sanford St.; last Thurs.; William Derbyshire, Pres., 78 Seventh St.
- Railway Carmen No. 989.* Thomas J. Kennedy, R. S., 97 Main St.
- Railway Clerks No. 130* (N. Y., N. H. & H. R.R.). A. O. H. Hall, 347 Worthington St.; 3d Thurs.; Frank E. Dugan, S. T., 24 Winthrop St.; M. Divilly, B. A., 45 Armory St.
- Railway Clerks: Hampden Lodge No. 359* (B. & A. R.R.). A. O. H. Hall, 347 Worthington St.; 1st Wed.; Ralph E. Aldrich, R. S., 18 Sumner Av.

Local Trade Unions.

**SPRINGFIELD — Con.**

*Railway Clerks No. 362* (B. & M. R.R.). Railroad Y. M. C. A., Main St.; 1st Mon.; Miss Agnes O'Donnell, R. and F. S., 25 Winthrop St.

*Railway Conductors No. 198*. Myrick Bldg., 29 Worthington St.; 3d Sun.; A. E. McGirr, S. T., 454 Union St.

*Railway Mail Association*. Chamber of Commerce Bldg.; 1st Mon.; George Moline, S., 73 Whittier St.

*Roofers No. 42, Slate and Tile* (Springfield, Holyoke, and Vicinity). Carpenters Hall, 437 High St., Holyoke, 1st Tues.; C. L. U. Hall, 19 Sanford St., Springfield, 3d Tues.; Paul Scheffler, R. S., 11 Leslie St., Williamansett.

*School House Custodians No. 13152*. C. L. U. Hall, 19 Sanford St.; 1st Mon.; George E. Childs, C. S., 63 Oak St.

*Sheet Metal Workers No. 27*. C. L. U. Hall, 19 Sanford St.; 2d and 4th Thurs.; Hector L. Erard, F. S. and B. A., 402 N. Main St.

*Sheet Metal Workers No. 400*. Socialist Hall, 150 Bridge St.; 1st Thurs.; Edward W. Tolman, R. S., 89 Bowles St.

*Steam and Operating Engineers No. 602*. Machinists Hall, 257 Main St.; Wed.; Harry A. Russell, F. S. and B. A., 240 Mill St.

*Steamfitters and Helpers No. 603*. C. L. U. Hall, 19 Sanford St.; Mon.; John Ogden, R. S., 11 Balis St.; M. J. Scanlon, B. A., 29 Lindale St.

*Stereotypers No. 121*. C. L. U. Hall, 19 Sanford St.; 2d Tues.; P. L. Stubbs, S., 268 Pearl St.

*Stone Cutters*. C. L. U. Hall, 19 Sanford St.; on call; Daniel J. Russell, S. T., 180 E. Dwight St., Holyoke.

*Street and Electric Railway Employees No. 448*. C. L. U. Hall, 19 Sanford St.; 2d Tues.; M. J. Hennessey, B. A., Rm. 418, Third National Bank Bldg.

*Switchmen: Bay State Lodge No. 73*. 118 Plainfield St.; 1st Wed.; E. T. Clark, S.

*Tailors No. 26*. C. L. U. Hall, 19 Sanford St.; 1st and 3d Tues.; Joseph L. Dantel, R. S., P. O. Box 922.

*Telephone Operators No. 3A*. A. O. H. Hall, 347 Worthington St.; 2d and 4th Mon.; Miss Mary J. Boyce, R. S., 252 Tyler St.

*Textile Workers No. 763*. George Plummer, S., 75 Kensington Av.

*Theatrical Stage Employees No. 53*. C. L. U. Hall, 19 Sanford St.; 3d Sun.; John L. Dickinson, S., P. O. Box 275; D. A. Haggerty, B. A., 27 Sheldon St.

*Tobacco Strippers No. 9608*. A. O. H. Hall, 347 Worthington St.; 4th Thurs.; Miss Anna Goda, F. S., 34 Sullivan St.; William J. Murphy, B. A., 19 Sanford St.

*Typographical No. 216*. Myrick Bldg., 29 Worthington St.; 4th Sun.; Howard T. Cooke, S., 100 Grenada Ter.

*Wine Clerks No. 866* (Wholesale). 225 Main St.; 2d and 4th Sun.; A. Cain, C. S., 225 Main St.; John D. Egan, F. S. and B. A., 128 Patton St.

**SPRINGFIELD — Con.**

*Wire Weavers Benevolent and Protective Association* (Eastern Division). Canadian Hall, Main St., Chicopee; 2d Fri.; William J. Hall, R. S., 75 Hancock St.

**Stoneham.**

*Boot and Shoe Workers No. 11* (Mixed). Dows Blk., Stoneham Sq.; 2d and 4th Thurs.; William F. Bekkenhuis, F. S. T., 113 Washington St., Woburn.

*Carpenters No. 1463*. S. W. V. Hall, Stoneham Sq.; 1st and 3d Fri.; Thomas J. McHale, F. S., 307 Main St.; John G. Cogill, B. A., 27 Glen Ct., Malden.

*Cutting Die and Cutter Makers No. 306*. S. W. V. Hall, Main St.; 1st Thurs.; Percy R. Gard, S., 27 Wright St.

*Metropolitan Park Employees No. 100*. (See Boston.)

**Stoughton.**

*Boot and Shoe Workers No. 259* (Mixed). Foresters Hall; 2d and 4th Tues.; George F. Clark, C. and F. S., 91 Porter St.

*Carpenters No. 1063*. Carpenters Hall, 46 Wyman St.; Wed.; F. O. Fowler, R. S., 155 Porter St.

*Letter Carriers: Branch No. 1400*. 53 Seaver St.; on call; William L. Dwyer, S.

**TAUNTON.**

*Bakers No. 54*. C. L. U. Hall, 19 Broadway; 2d and 4th Sat.; Thomas J. Megan, C. S., 9 Grove St.; John Halley, B. A., Trescott St.

*Barbers No. 345*. C. L. U. Hall, 19 Broadway; 4th Tues.; Abram S. Morse, C. and F. S., 65 Cohanet St.

*Bartenders No. 84*. Jones Blk., 19 Broadway; 1st Sun.; William H. Phipps, F. S. and B. A., 70 Oak St.

*Boot and Shoe Workers No. 296* (Shoe Repairers). 3d Sun.; M. F. Fitzgibbons, S. T., 30 Washington St.

*Brass Workers No. 16134*. Charles E. Manly, S., 5 Columbus Av.

*Bricklayers, Masons, and Plasterers No. 13*. A. O. H. Hall, 16 Weir St.; 2d and 4th Wed.; James Jamison, S., Winter St.; George D. Lahar, B. A., 305 W. Britannia St.

*Carpenters No. 1035*. Jones Blk., 19 Broadway; Mon.; Alfred E. Shaw, R. S., 82 Washington St.; George D. Lahar, B. A., 305 W. Britannia St.

*Carpenters No. 1487*. St. Jean Baptiste Hall, 13 Whittenton St.; Fri.; George A. Grenier, R. S., 28 Madison St.; George D. Lahar, B. A., 103 W. Britannia St.

*Cigar Makers No. 326*. C. L. U. Hall, 19 Broadway; 4th Thurs.; Daniel J. Kervick, F. S., 51 Weir St.

*Copper Workers No. 16163*.

## Local Trade Unions.

## TAUNTON — Con.

- Electrical Workers No. 255.* Jones Blk., 19 Broadway; 1st and 3d Fri.; Francis C. Sartoris, F. S., 41 Clinton St.; George D. Lahar, B. A., 103 W. Britannia St.
- Fire Fighters No. 138.* Central Fire Station; 3d Thurs.; Edward F. Fitzgerald, S., 65 School St.
- Letter Carriers: Branch No. 71.* Republican City Committee Rooms, Weir St.; Mon. after the 16th; John J. Mahan, S., 57 Summer St.
- Locomotive Firemen and Enginemen No. 474.* Elks Hall, cor. Main and Weir Sts.; 1st and 3d Mon.; Charles F. Smith, R. S., 13 Anderson St.
- Loomfixers No. 36.* 1 Pine Hill St., E. Taunton; 1st Mon.; William Mitchell, F. S., 90 School St.
- Machinists No. 489.* Carpenters Hall, 7 Broadway; 2d Thurs.; Thomas P. Moran, F. S., 138 Oak St.
- Machinists No. 714.* C. L. U. Hall, 19 Broadway; 1st and 3d Fri.; John Bowen, R. S., Box 152.
- Maintenance of Way Employees No. 307.* Jones Blk., 19 Broadway; 1st Tues.; Manuel Marks, S., 30 Court St.
- Metal Polishers, Buffers, Platers, Brass and Silver Workers No. 154.* C. L. U. Hall, 19 Broadway; 2d Fri.; Paul F. Gill, C. S., Somerset Av.; A. F. Rogers, F. S. T., 14 Anawan St.
- Molders No. 39 (Iron).* Good Samaritan Hall, cor. Main and Weir Sts.; 1st, 3d, and 5th Fri.; Edward F. Kennedy, C. R., 26 White St.; Eugene L. Murphy, B. A., 116 Winslow Av., Norwood.
- Mule Spinners No. 12.* C. L. U. Hall, 19 Broadway; on call; Daniel J. Minahan, S. T., 246 Washington St.
- Musicians No. 231.* A. O. H. Hall, 16 Weir St.; 2d Sun.; James P. Hern, Treas., 83 Oak St.
- Painters, Decorators, and Paperhangers No. 574.* A. O. H. Hall, 16 Weir St.; 1st and 3d Fri.; J. W. Riley, R. S., 52 Purchase St.; George D. Lahar, B. A., 103 W. Britannia St.
- Pattern Makers Association.* Odd Fellows Bldg., 20 Court St.; 1st Tues.; N. B. Bucklin, Bus. Mgr., 98 Weybosset St., Providence, R. I.
- Plumbers, Gasfitters, Steamfitters, and Helpers No. 626.* Odd Fellows Hall, 20 Court St.; 1st and 3d Tues.; F. O. Nevitt, S., 33 Godfrey St.; George D. Lahar, B. A., 103 W. Britannia St.
- Railroad Trainmen: Old Colony Lodge No. 70.* Odd Fellows Hall, 20 Court St.; 1st and 3d Sun.; Harry F. Lyons, S., 11 Monica St.
- Store Mounters and Range Workers No. 40.* Foresters Hall, W. Water St.; 2d Wed.; E. F. Leonard, S., 1 W. Water St.
- Street and Electric Railway Employees No. 243.* C. L. U. Hall, 19 Broadway; 3d Mon.; Delmer J. Hill, F. S. and T., 57 Whittenton St.; John F. Hyland, B. A., Washington St.
- Teamsters and Chauffeurs No. 78.* C. L. U. Hall, 19 Broadway; 2d and 4th Wed.; Wm. L. Toner, F. S. T., 2 Couch St.
- Telephone Operators No. 22A.* Odd Fellows Hall, 20 Court St.; 4th Mon.; Miss Rebecca A. Mackenzie, S., 45 Hodges Av.

## TAUNTON — Con.

*Theatrical Stage Employees No. 561.* Odd Fellows Hall, 20 Court St.; 1st Sun.; Frank C. Booth, S. T., P. O. Box 423.

*Typographical No. 319.* C. L. U. Hall, 19 Broadway; 1st Mon.; J. F. Fitzgerald, S. T., 25 Briggs St.

## Townsend.

*Quarry Workers No. 184 (West Townsend).* Engine House; on call; Warren E. Elliott, Shop Steward and S., Box 38, W. Townsend.

## Turners Falls. (See MONTAQUE.)

## Uxbridge.

*Street and Electric Railway Employees No. 22.* (See WORCESTER.)

*Telephone Operators No. 75A.* Taft Bros. Bldg.; 2d Mon.; Miss Bertha E. Appell, R. S., 102 Cottage St., Whitinsville.

## Wakefield.

*Carpenters No. 862.* G. A. R. Hall, Foster St.; 2d and 4th Thurs.; G. B. Moore, R. S., 7 Pitman Av.; John G. Cogill, B. A., 27 Glen Ct., Malden.

*Carpenters No. 1336 (Reed and Rattan Workers).* James Martino, R. S., 148 Water St.

*Iron Molders No. 70.* G. A. R. Hall, Foster St.; 3d Wed.; Albert E. Lord, C. R., 10 Fairmount Av.; William John, B. A., 665 Washington St., Rm. 410, Boston.

*Letter Carriers: Branch No. 341.* Swing Room, P. O. Bldg.; 2d Tues.; William E. Packard, S., 17 Eaton St.

*Plumbers, Gasfitters, Steamfitters, and Steamfitters' Helpers No. 550.* S. W. V. Hall, Main St.; 2d and 4th Tues.; Clifford A. Legg, S. T., 988 Franklin St., Melrose Highlands.

*Shoe Workers No. 78 (Mixed) (U. S. W.).* Moose Hall, Main St.; 2d and 4th Wed.; Adin M. Perkins, S. T., 86 Gould St.; William H. Watson, B. A., 52 Meridian St., E. Boston.

*Street and Electric Railway Employees No. 249.* (See READING.)

*Turn Workmen No. 5 (S. W. P.).* Kingman Blk., Albion and Main Sts.; 2d and 4th Thurs.; S. J. Pothier, S., 47 Locust St., Haverhill; Joseph Goyette, B. A., 47 Locust St., Haverhill.

## Walpole.

*Carpenters No. 1479.* Odd Fellows Hall, Main St.; 1st and 3d Fri.; Irving L. Cobb, R. S., Box 139, E. Walpole; Harry LeClair, B. A.

*Letter Carriers: Branch No. 1800.* Walter J. Muldoon, S.

## WALTHAM.

*Barbers No. 711.* A. O. H. Hall, 710 Main St.; 1st Wed.; Louis C. Tanzilli, C. and F. S., 1 Crescent St.



Local Trade Unions.

**WALTHAM — Con.**

- Bricklayers, Masons, and Plasterers No. 15.* Eagle Blk., Main St.; Tues.: James Hannify, C. S. and B. A., 219 School St.
- Carpenters No. 540.* Carpenters Hall, cor. Moody and Crescent Sts.; Wed.: Joseph F. O'Brien, R. S., 32 Harvard St.; P. S. Whelon, B. A., Bolton St.
- City Employees No. 955.* A. O. H. Hall, 710 Main St.; 1st Tues.; Thomas J. Martin, R. S., 10 Winthrop St.; M. B. Vahey, B. A., Charles St.
- Coal Teamsters and Helpers No. 328.* Eagles Hall, Beacon Sq., Watertown; 1st Mon.; Patrick T. Hughes, S. T. and B. A., 41 Pearl St., Watertown.
- Cotton Mule Spinners.* A. O. H. Hall, 710 Main St.; 2d Fri.; Charles Ryberg, S., 14 Crescent St.
- Iron Molders No. 102.* A. O. H. Hall, 710 Main St.; 2d and 4th Tues.; William J. Toohey, C. R., 25 Common St.; William John, B. A., 665 Washington St., Rm. 410, Boston.
- Letter Carriers: Branch No. 217.* A. O. H. Hall, 710 Main St.; George F. Beckwith, S.
- Machinists: Norumbega Lodge No. 465.* 4 Exchange Pl.; 1st Mon.; M. H. Nethercote, R. S., 14 Anderson Ter.
- Painters, Decorators, and Paperhangers No. 894.* A. O. H. Hall, 710 Main St.; 1st and 3d Mon.; Fred Lord, R. S., 10 Prospect St.
- Plumbers No. 289.* Monument Hall, 649 Main St.; 1st and 3d Thurs.; Daniel McKenzie, R. S., 18 Hastings Av.; William Hayes, B. A., 3 Grant Pl.
- Street and Electric Railway Employees No. 600.* A. O. H. Hall, 710 Main St.; Francis H. Burbank, S. T., 245 Auburn St., Auburndale; William T. Egan, B. A., 2 Franklin St., Natick.
- Theatrical Stage Employees No. 505.* Parmenter Bldg., Moody St.; 1st and 3d Sun.; W. W. Blakesley, S., P. O. Box 4; Louis Carroll, B. A., Brown St.
- Typographical No. 259.* 621 Main St.; 1st Mon.; A. L. Moody, S.

**Ware.**

- Bartenders No. 123.* Storrs House; 1st Sun.; Louis A. Strack, R. S., Gilbertville Rd.
- Carpenters No. 1630.* Union Hall, 68 Main St.; 1st and 3d Thurs.; A. M. Ramsdell, F. S., 30 Prospect St.
- Letter Carriers: Branch No. 1067.* Swing Room; 1st and 3d Mon.; D. P. Griffin, S.

**Wareham.**

- Carpenters No. 1579.* Onset; last Fri.; Henry Bumpus, R. S., Onset; J. W. Hudson, Pres., Main St., Marion.

**Watertown.**

- Coal Teamsters and Helpers No. 328.* (See WALTHAM.)
- Draftsmen No. 13.* Stanley Dyson, R. S., 154 Summer St.
- Iron Molders No. 179.* 995 Washington St., Boston; 3d Thurs.; O. S. McLellan, C. R., 59 Oak St., Greenwood; William John, B. A., 665 Washington St., Rm. 410, Boston.

**Watertown — Con.**

- Machinists: Arsenal Lodge No. 150.* Essex Hall, 40 Prospect St., Cambridge; 1st and 3d Fri.; Charles H. Horne, R. S., 50 Antwerp St., Brighton.
- Metal Polishers, Buffers, and Platers No. 50.* 197 Crescent St.; 1st Thurs.; T. Robert Quinlan, R. and F. S., 46 West St., Needham Hts.
- Store Mounters and Range Workers No. 41.* G. A. R. Hall, Beacon Sq.; 3d Thurs.; Thomas J. Timmins, C. and R. S., 4 Walnut St., Waltham.
- Textile Workers No. 1167.* 368 Centre St., Newton; 1st and 3d Tues.; Miss M. M. Cotta, R. S., 312 Centre St., Newton.
- Town Employees No. 807.* Eagles Hall, 1 Mt. Auburn St.; 4th Mon.; Daniel Connors, R. S., 357 Main St.

**Webster.**

- Barbers No. 358.* 56 Main St.; last Thurs.; Ernest J. Todd, S., 107 Main St.
- Boot and Shoe Workers No. 278 (Mixed).* 112 Main St.; Mon.; Robert W. Upton, S., Box 72; Royal F. Dano, B. A., Bridgewater.
- Letter Carriers: Branch No. 831.* Post Office; on call; Oscar Klebart, S., 18 Prospect St.

**Wellesley.**

- Painters, Decorators, and Paperhangers No. 916.* (See NATICK.)
- Town Employees No. 833.* Silver Leaf Hall, Forest St., Wellesley Hills; 2d and 4th Wed.; William Connors, R. S., Linden St.; M. L. Moriarty, B. A.

**Westborough.**

- Carpenters No. 1459.* A. O. H. Hall, Main St.; 2d Fri.; Joseph McNeil, F. S., 6 Myrtle St.
- Letter Carriers: Branch No. 603.* William F. Miller, S., 8 School St.
- Machinists No. 85.* 10 South St.; Fri.; George B. McCabe, R. S., 11 Grove St.
- Painters, Decorators, and Paperhangers No. 614.* A. O. H. Hall, Main St.; 2d and 4th Thurs.; Nils C. Lunderberg, F. S., R. F. D. No. 2.

**Westfield.**

- Barbers No. 33.* C. L. U. Hall, 112 Elm St.; J. C. Cleary, C. and F. S., 26 Union St.
- Bartenders No. 82.* C. L. U. Hall, 112 Elm St.; 1st Sun.; William H. Dineen, S., 11 Kellogg St.
- Boot and Shoe Workers No. 135 (Shoe Repairers).* C. L. U. Hall, 112 Elm St.; 4th Mon.; William Arnold, S. T., 21 Holland Av.
- Bricklayers, Masons, and Plasterers No. 24.* Foresters Hall, School St.; 1st Wed.; Francis J. MacKay, C. S., 5 White St.
- Carpenters No. 222.* Carpenters Hall, School St.; Tues.; Thomas McCarrol, B. A., 845 Worthington St., Springfield.

## Local Trade Unions.

## Westfield — Con.

- Cigar Makers No. 23.* C. L. U. Hall, 112 Elm St.; 2d Mon.; S. J. T. Wall, F. S., Box 102.
- Iron Molders No. 95.* C. L. U. Hall, 112 Elm St.; 1st and 3d Wed.; John J. Gibbons, C. R., 12 Ford Av.; James A. Loveday, B. A., Lock Box 180, Hartford, Conn.
- Letter Carriers: Branch No. 128.* Fraternity Hall, 80 Elm St.; Harry S. Maschin, S. T., 12 Paper St.
- Lithographers No. 21.* (See SPRINGFIELD.)
- Machinists No. 704.* C. L. U. Hall, 112 Elm St.; 1st and 3d Fri.; James E. Sullivan, R. S., 7 Hampden St.
- Metal Polishers, Buffers, and Platers No. 80.* C. L. U. Hall, 112 Elm St.; 1st Fri.; E. R. Stratton, R. S., 10 Sterling St.
- Musicians No. 91.* Carpenters Hall, School St.; 1st Sun.; Philip S. Chadwick, R. S., 15 Holland Av.
- Painters, Decorators, and Paperhangers No. 290.* C. L. U. Hall, 112 Elm St.; 2d and 4th Wed.; F. A. Bailey, F. S., 28 Bush St.
- Plumbers No. 607.* C. L. U. Hall, 112 Elm St.; 2d Fri.; George R. Monahan, R. S., 10 White St.
- Railroad Trainmen: Woronoco Lodge No. 335.* A. O. H. Hall, Columbus Bldg.; D. J. Mahoney, Treas., 10 Columbia Pl.; John J. Murphy, B. A., 5 Crown St.
- Retail Clerks No. 176.* C. L. U. Hall, 112 Elm St.; 2d Tues.; James M. Rose, F. S., 3 Jefferson St.
- Teamsters No. 349, Coal.* C. L. U. Hall, 112 Elm St.; 3d Mon.; Allen H. Smith, S. T., 13 Princeton St.

## West Springfield.

- Locomotive Firemen and Enginemen: Merrick Lodge No. 563.* Centennial Hall, Union St.; 1st Sun. and 3d Wed.; Albert H. Remington, S., 16 Elm Circle.
- Paper Makers No. 173 (Finishers) (Mittineague).* A. O. H. Hall; 2d and 4th Fri.; Miss Ellen M. Carney, Pres., 533 Westfield St., Mittineague; William B. Clements, B. S., 205 High St., Holyoke.
- Railroad Trainmen: Pioneer Lodge No. 238.* Centennial Hall, Union St.; 2d and 4th Sun.; Ernest Levesque, S., North St., Agawam.
- Railway Conductors: Merrick Division No. 642.* Centennial Hall, Union St.; 3d Sun.; Charles S. Polley, S. T., 7 Burford Av.

## Weymouth.

- Boot and Shoe Workers No. 53 (Mixed) (East Weymouth).* McMurrow Hall, Kane Av.; 2d and 4th Fri.; John H. Tobin, B. A., 5 Cottage St., E. Weymouth.
- Bricklayers and Plasterers No. 52.* (See QUINCY.)

## Whitman.

- Boot and Shoe Workers No. 31 (Mixed).* Jenkins Blk., 591 Washington St.; 1st and 3d Mon.; George Douglas, F. S. and B. A., Box 17.

## Whitman — Con.

- Carpenters No. 1013.* K. of C. Hall, South Av.; 1st and 3d Wed.; Wilbur B. Foster, R. S., 41 Morton St., N. Abington.
- Cutters No. 456 (B. & S. W.).* Cutters Hall, Harding Blk., Washington St.; 1st and 3d Tues.; Michael J. Casey, F. S. and B. A., 108 Stetson St.
- Edgemakers No. 425.* Jenkins Blk., 591 Washington St.; 1st and 3d Fri.; Frank Melanson, F. S., 89 Star St.
- Lasters No. 69 (B. & S. W.).* Jenkins Blk., 591 Washington St.; 1st and 3d Thurs.; Frank W. Gifford, S. T., 195 Park Av.
- Letter Carriers: Branch No. 1600.* Red Men's Hall, 31 South Av.; 17th of the month; Ray C. Peterson, C. S., 502 Beulah St.
- Stitchers No. 129 (B. & S. W.).* Jenkins Blk., 591 Washington St.; 2d and 4th Mon.; George Douglas, F. S. and B. A., Box 17.
- Treers, Dressers, and Packers No. 105 (B. & S. W.).* A. O. H. Hall, 479 Washington St.; 1st and 3d Fri.; Laurence W. Higgins, F. S.; J. W. Barnes, ch. Local Ex. Bd., Beulah St.

## Williamstown.

- Carpenters No. 979.* G. A. R. Hall, Spring St.; 1st Mon.; W. Clair Walden, S.; Meadow St.; Thomas W. Nichols, F. S., 18 Arnold St.
- Letter Carriers: Branch No. 1438.* Wm. E. Gillyooly, Treas., 66 Meacham St.; Winfield H. Blake, B. A., School St.
- Painters, Decorators, and Paperhangers No. 622.* G. A. R. Hall, Spring St.; 1st and 3d Tues.; Chester A. Carde, S., 13 John St.

## Winchendon.

- Letter Carriers: Branch No. 1155.* Frank R. Bosworth, S., 121 Main St.

## Winchester.

- Carpenters No. 991.* Masonic Hall, 1 Mt. Vernon St.; 1st and 3d Wed.; E. A. Goggin, R. S., P. O. Box 115; John G. Cogill, B. A., 27 Glen Ct., Malden.
- Letter Carriers: Branch No. 243.* P. O. Bldg.; on call; J. E. O'Connor, S., 961 Main St.
- Painters, Decorators, and Paperhangers No. 74.* Carl Paulson, F. S., 4 Sherman Ter., Woburn.
- Teamsters and Helpers No. 321, General.* Foresters Hall, 584 Main St.; last Tues.; Patrick J. Lally, S. T., 33 Kirk St.
- Town Employees No. 465.* Foresters Hall, 584 Main St.; 1st Wed.; Thomas Kean, R. S., 11 Linden St.

## Winthrop.

- Carpenters No. 321.* S. W. V. Hall, Pauline St.; 2d Wed.; Arthur G. Campbell, R. S., 36 Madison Av.
- Painters, Decorators, and Paperhangers No. 690.* Carpenters Hall, Winthrop St.; 2d and 4th Mon.; John J. Fitzhenry, B. A., 862 Washington St., Norwood.

Local Trade Unions.

WOBURN.

*Carpenters No. 885.* Mechanics Bldg., Main St.; Thurs.; Robert Creed, R. S., 70 Elm St., N. Woburn.  
*City Employers No. 934.* G. A. R. Hall, Main St.; 1st Wed.; Martin J. McCauley, S. T., 22 Buck St.; William J. Ferguson, B. A., 9 Richardson St.  
*Letter Carriers: Branch No. 75.* Post Office; on call; S. J. Flynn, S., 41 Garfield Av.; A. Sherburn, B. A., 8 Page Pl.  
*Painters, Decorators, and Paperhangers No. 605.* (See MEDFORD.)  
*Machinists No. 1243.* Edward Moore, R. S., 6 Pond St.; Clem Best, F. S., 28 Burlington St.  
*Plumbers and Steamfitters No. 450.* Carpenters Hall, Main St.; 1st and 3d Tues.; J. B. Coyle, B. A., 12 Glenwood St.  
*Street and Electric Railway Employees No. 473.* McGrath Bldg., Main St.; 1st Tues.; W. A. Stearns, S. T., 50 Harrison Av.

WORCESTER.

*Bakers No. 153.* Socialist Hall, 83 Green St.; 3d Fri.; William G. Delaney, S., 10 Lamartine St.; Louis Widoff, B. A., 35½ Columbia St.  
*Barbers No. 186.* Labor Temple, 62 Madison St.; 1st and 3d Thurs.; Ernest H. Tosi, C. and F. S., 13 King St.  
*Bartenders No. 95.* Labor Temple, 62 Madison St.; 2d Sun.; James H. Loughlin, F. S. and B. A., 45 Dana Av.  
*Boot and Shoe Workers No. 162* (Mixed). A. O. H. Hall, 26 Trumbull St.; on call; John J. Bonner, S., 26 Washington St.  
*Bottlers and Drivers No. 180.* A. O. H. Hall, 26 Trumbull St.; 2d and 4th Thurs.; Timothy F. Shea, S., 10 Tainter St.  
*Brewery Workmen No. 136.* A. O. H. Hall, 26 Trumbull St.; 1st and 3d Fri.; Patrick J. Mahoney, S., 25 Arlington St.  
*Bricklayers and Plasterers No. 6.* 566 Main St.; Mon.; Richard J. Bourke, C. S., 8 Ward St.  
*Bridge and Structural Iron Workers No. 57.* Labor Temple, 62 Madison St.; 1st and 3d Thurs.; Charles Nyquist, F. S., 4 Linwood St.  
*Building Laborers No. 210.* 319 Shrewsbury St., 2d and 4th Fri.; Vincenza Palumbo, Pres., 3 Oleum Ct.  
*Card Machine Operators.* (See BOSTON.)  
*Carpenters No. 23.* Labor Temple, 62 Madison St.; Fri.; Herbert Hanson, R. S., 21½ Washburn St.; Oliver Jonah, B. A., 42 Bellevue St.  
*Carpenters and Joiners No. 408* (French). Labor Temple, 62 Madison St.; 1st and 3d Tues.; Louis J. Varney, C. S., 98 Puritan Av.; Oliver Jonah, B. A., 42 Bellevue St.  
*Carpenters No. 720* (Swedish). Labor Temple, 62 Madison St.; 2d and 4th Wed.; Herman Tetterlund, F. S., 11 Ames St.; Oliver Jonah, B. A., 42 Bellevue St.  
*Carpenters No. 877* (Shop). Labor Temple, 62 Madison St.; Fri.; Felix Faucher, S., 116 Pilgrim Av.; Oliver Jonah, B. A., 42 Bellevue St.

WORCESTER — Con.

*Carpenters No. 1006.* Labor Temple, 62 Madison St.; alt. Thurs.; Harry Laycock, R. S., 59½ Benefit St.; Oliver Jonah, B. A., 42 Bellevue St.  
*Carpet Weavers Defence and Beneficial Association No. 13.* Eagles Hall, 11 Pleasant St.; last Tues.; Albert Underwood, F. S., 56 Florence St.  
*Cigar Makers No. 92.* A. O. H. Hall, 26 Trumbull St.; 1st Wed.; George Apholt, S., Box 339.  
*City Employees Protective No. 15978.* Labor Temple, 62 Madison St.; 1st and 3d Sun.; Philip Shannon, F. S., 166 Southbridge St.  
*Cloak and Skirt Makers No. 75.* 83 Green St.; 1st and 3d Mon.; N. Sperling, F. S., 25 Columbia St.; Daniel Goldman, B. A., 57 Grafton St.  
*Clothing Workers No. 174.* Amalgamated. Union Hall, 83 Green St.; Tues.; Hyman E. Sher, S. and B. A. 96½ Harrison St.  
*Coopers No. 118* (Brewery). Labor Temple, 62 Madison St.; 1st Wed.; Henry Killian, F. and C. S., 198 Beacon St.  
*Cutting Die and Cutter Makers No. 301.* Franklin Hall, 554 Main St.; 1st Wed.; M. K. Gosline, R. S., 386 Bridle Path.  
*Electrical Workers No. 96.* Royal Hall, 306 Main St.; 1st and 3d Mon.; Harry S. Ross, R. S., 4 Walnut St.; William A. Rossley, B. A., 62 Madison St.  
*Electrical Workers No. 616* (Telephone Men). Moose Hall, 35 Pearl St.; 1st and 3d Tues.; William R. Jones, F. S., 7 Kilby St.  
*Elevator Constructors No. 47.* Labor Temple, 62 Madison St.; 1st and 3d Fri.; John Lundquist, R. S., 6 Natick St.; M. J. Keating, B. A., 30 Wachusett St.  
*Engineers, Amalgamated Society of: Worcester Branch No. 1132.* Essenie Hall, 566 Main St.; William Shaw, S., 47 Hope Av.  
*Foundry Employees* (Helpers, Chippers, and Melters). Labor Temple, 62 Madison St.; 2d and 4th Fri.; Timothy J. Murphy, S. T., 19 Pattison St.  
*Garment Workers No. 43* (Waist and White Goods). 83 Green St.; 2d and 4th Mon.; Samuel Cohen, S., 49 Harrison St.  
*Gas Workers No. 16555* (A. F. of L.). Labor Temple, 62 Madison St.; 1st and 3d Fri.; Walter B. Sprague, S.; John L. Sullivan, B. A., 81 Madison St.  
*Granite Cutters: Worcester Branch.* Labor Temple, 62 Madison St.; 3d Fri.; James T. McAvey, C. S., 35 Crescent St.  
*Hoisting and Portable Engineers No. 4.* (See BOSTON.) Worcester members meet at Labor Temple, 62 Madison St.; 2d and 4th Thurs.; Arthur M. Gordon, S., 23 Ashton St.; William Rossley, B. A.  
*Horse Shoers No. 31.* Labor Temple, 62 Madison St.; 2d and 4th Mon.; Edward Murphy, S., 26 South St.  
*Hotel and Restaurant Employees No. 375* (Waitresses). Labor Temple, 62 Madison St.; 1st and 3d Tues.; Miss Catherine Noonan, S. T., Franklin Hotel; Miss Effie Small, Pres. and B. A., Franklin Hotel.

## Local Trade Unions.

## WORCESTER — Con.

- Janitors No. 380* (School). Foresters Hall, 274 Main St.; 1st Sat.; Harry Brearley, R. S., 320 Plantation St.
- Lathers No. 79* (Wood, Wire, and Metal). Franklin Hall, 554 Main St.; 1st Mon.; A. D. Premier, F. S., Station 7, Box 24.
- Leather Workers No. 82*. Labor Temple, 62 Madison St.; Tues.; Archie La Montague, S.; John L. Sullivan, B. A., 81 Madison St.
- Letter Carriers: Branch No. 12*. Malta Hall, 306 Main St.; 3d Sat., except July and August; Charles F. Newton, S., Washington Sq. P. O.
- Locomotive Engineers No. 64*. Walker Blk., 405 Main St.; 1st and 3d Mon.; Theodore B. Wardwell, S. T., 2 King St.; F. B. Woodis, Chief Eng., 26 Lincoln St.
- Locomotive Firemen and Enginemen: Bay State Lodge No. 73*. Royal Hall, 306 Main St.; 2d and 4th Sun.; G. L. Fletcher, R. S., 19 Sudbury St.; Frank A. Symonds, B. A., 16 Dodge Av.
- Machinists No. 339*. Labor Temple, 62 Madison St.; Fri.; Henry C. Greene, F. S.; Jeffry Lee, B. A., 10 Southbridge St.
- Machinists: Equality Lodge No. 694*. Labor Temple, 62 Madison St.; 1st and 3d Thurs.; H. A. L. Felch, R. S., 7 Summerhill Av.; Albert Young, Treas., 27 Duxbury Rd.
- Maintenance of Way Employees No. 123* (B. & M. R.R.). A. O. H. Hall, 26 Trumbull St.; 3d Sat.; Harris S. Wright, S. T., Holden.
- Maintenance of Way Employees No. 620*. A. O. H. Hall, 26 Trumbull St.; 2d Sat.; William L. Fox, S. T., 84 Fairmont Av.; J. L. Foley, B. A., 6 Hillside St.
- Maintenance of Way Employees No. 358*. D. E. Willard, S., 93 Orange St.
- Meat Cutters and Butcher Workmen No. 383*. Labor Temple, 62 Madison St.; 2d and 4th Wed.; Charles Ritter, S., 62 Sigel St.; John L. Sullivan, B. A., 81 Madison St.
- Metal Polishers No. 33*. Labor Temple, 62 Madison St.; 4th Fri.; F. X. Rainville, F. S., 348 Grafton St.
- Molders No. 5, Iron*. Labor Temple, 62 Madison St.; Mon.; Joseph E. Johnson, C. R., 175 Water St.
- Musicians Association No. 143*. 34 Front St.; 2d Sun.; W. A. Prouty, S.; Edward P. Crosbie, Pres., 34 Canterbury St.
- Painters and Decorators No. 48*. Labor Temple, 62 Madison St.; Mon.; J. E. Anderson, R. S., 29 Carroll St.; James E. Heffron, B. A.
- Paperhangers No. 433*. Rm. 19, 5 Pleasant St.; 2d and 4th Fri.; N. F. LeClair, R. S., 6 Clinton Ct.; Frank Bacon, F. S., 7 Winslow St.
- Pattern Makers Association*. Labor Temple, 62 Madison St.; 2d and 4th Tues.; George H. Miller, R. S., 61 Townsend St.; N. B. Bucklin, B. A., 98 Weybosset St., Providence, R. I.
- Photo-Engravers No. 47*. Labor Temple, 62 Madison St.; 4th Tues.; Wm. E. Wood, S. T., 3 Hyannis Pl.

## WORCESTER — Con.

- Plumbers No. 4*. Labor Temple, 62 Madison St.; 2d and 4th Thurs.; Frank Smith, S., 624 Grafton St.; J. J. Rooney, B. A.
- Printing Pressmen and Assistants No. 72*. Labor Temple, 62 Madison St.; 2d Wed.; Henry Miller, S. T., 89 Houghton St.
- Railroad Station Employees No. 10*. Dexter Hall, 566 Main St.; 2d Tues.; Thomas Howe, R. S., 146 Eastern Av.
- Railroad Station Employees Division No. 33*. A. O. H. Hall, 26 Trumbull St.; 2d Tues.; John T. Wallace, S. T., 57 Fairmont Av.
- Railroad Station Employees No. 39*. Labor Temple, 62 Madison St.; 1st Sun.; John J. Sullivan, S. T., 1½ Davis St.
- Railroad Trainmen: Bay State Lodge No. 38*. Moose Hall, 35 Pearl St.; 2d and 4th Mon.; T. H. Leonard, S., 116 Lincoln St.
- Railroad Trainmen: Worcester Lodge No. 553* (B. & A. R.R.). Commonwealth Hall, 566 Main St.; 1st Mon. and 3d Tues.; William T. Connors, S., 70 Grafton St.; Martin N. Doyle, B. A., 16 Harding St.
- Railroad Workers: Pride of Worcester Lodge No. 45*. Arcanum Hall, 566 Main St.; 1st Tues.; L. J. Hubbard, R. S., Holden.
- Railway Carmen No. 661*. Labor Temple, 62 Madison St.; 2d Fri.; Daniel J. Shea, R. S., 161 Summer St.
- Railway Clerks: Worcester Lodge No. 84*. Franklin Hall, 554 Main St.; 3d Mon.; Robert H. Cook, S., 8 Whittier St.
- Railway Clerks No. 229*. Granite Hall, 566 Main St.; 1st Fri.; Joseph P. Runnane, R. S., Stoddard Drive.
- Railway Conductors No. 237*. Castle Hall, 405 Main St.; 4th Sun.; James J. Butler, S. T., Post Office.
- Retail Clerks No. 269*. Red Men's Hall, 19 Pearl St.; 1st and 3d Mon.; Mrs. Cora M. Sweeney, F. S. and B. A., 545 Slater Bldg.
- Retail Clerks No. 289*. Red Men's Hall, 19 Pearl St.; 1st and 3d Mon.; Mrs. Cecelia Nicholson, S., 78 Oread St.
- Sheet Metal Workers No. 194*. Labor Temple, 62 Madison St.; 1st Tues.; P. H. Gregoire, F. S., 29 Dustin St.; W. A. Rossley, B. A.
- Stationary Firemen No. 88*. Labor Temple, 62 Madison St.; 2d and 4th Sun.; Wm. E. Daley, C. S., 117 Orient St.
- Steam Engineers No. 78*. Labor Temple, 62 Madison St.; 1st Thurs.; M. J. Graf, S., 18 Bowdoin St.
- Steamfitters, Gasfitters, and Helpers No. 408*. Labor Temple, 62 Madison St.; 1st and 3d Tues.; Edward S. Logan, S., 49 Freeland St.; William A. Rossley, B. A.
- Street and Electric Railway Employees No. 22*. K. of C. Hall, 10 Pearl St.; 1st Tues.; Thomas F. Broderick, Pres. and B. A., 421 State Mutual Bldg.
- Telephone Operators No. 5A*. K. of C. Hall; 2d and 4th Thurs.; Miss Mary Conway, R. S., 46 Dorchester St.; Miss Anna Foley, F. S., 37 Temple St.

Local Trade Unions.

**WORCESTER — Con.**

*Theatrical Stage Employees No. 96.* Labor Temple, 62 Madison St.; 4th Sun.; George T. Rock, S., P. O. Box 389; Jack Hauser, B. A., P. O. Box 389.

*Typographical No. 195.* Labor Temple, 62 Madison St.; 1st Sun.; W. H. Sullivan, B. A., 15 Wachusett St.

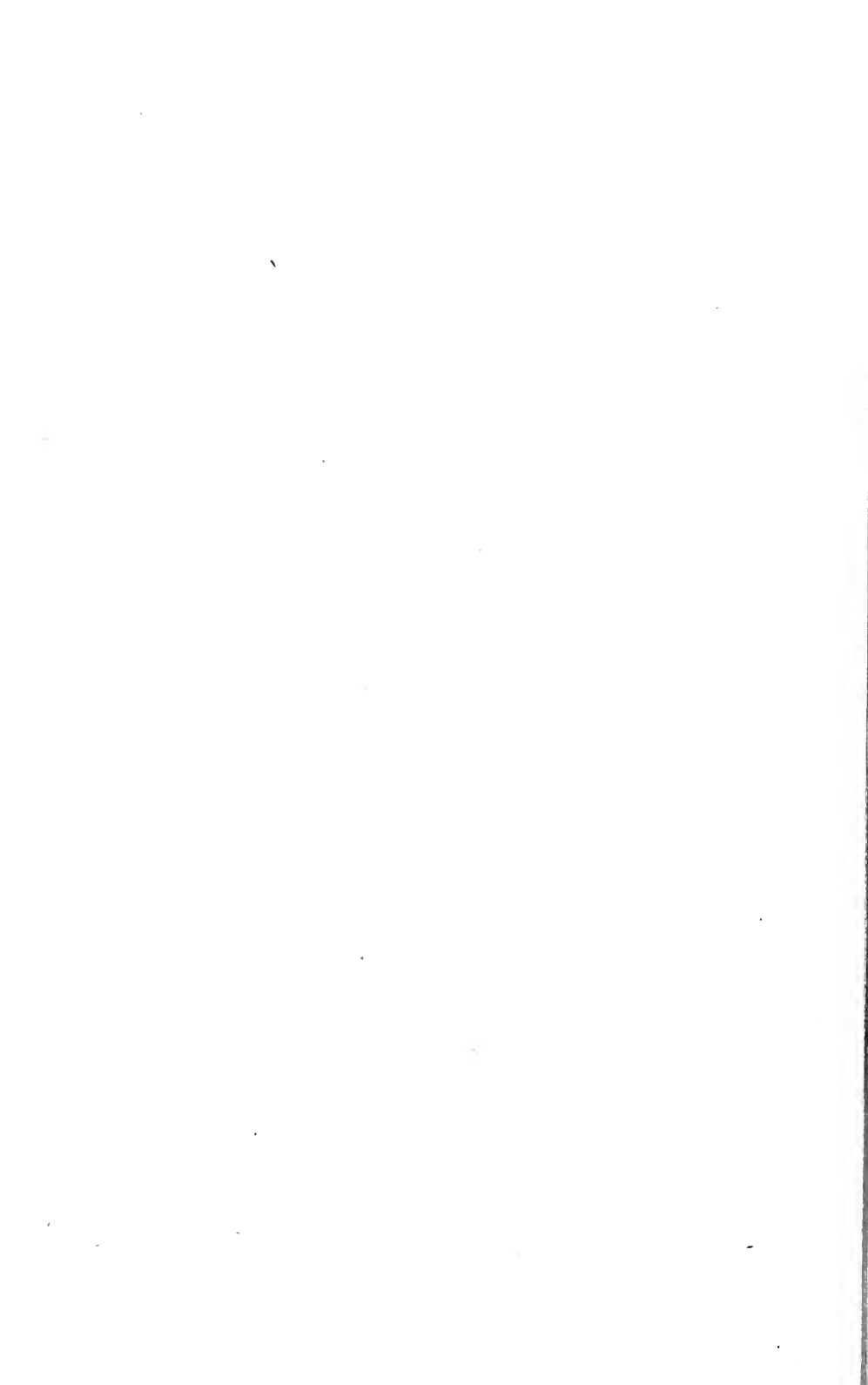
*Waitresses.* (See *Hotel and Restaurant Employees No. 375.*)

**WORCESTER — Con.**

*Web Pressmen No. 29.* Labor Temple, 62 Madison St.; usually 2d Mon.; H. Lyman Rawson, S. T., 8 Hunnewell Rd.

*Wine Clerks No. 843, Wholesale.* Labor Temple, 62 Madison St.; 2d Sun.; William J. Guilfoyle, F. S., 32 Pattison St.; David J. Hannigan, B. A., 200 Beacon St.









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PART II

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NINTH ANNUAL REPORT

ON

UNION SCALE OF WAGES AND HOURS OF LABOR  
IN MASSACHUSETTS

1918

(ISSUED AS LABOR BULLETIN No. 128)

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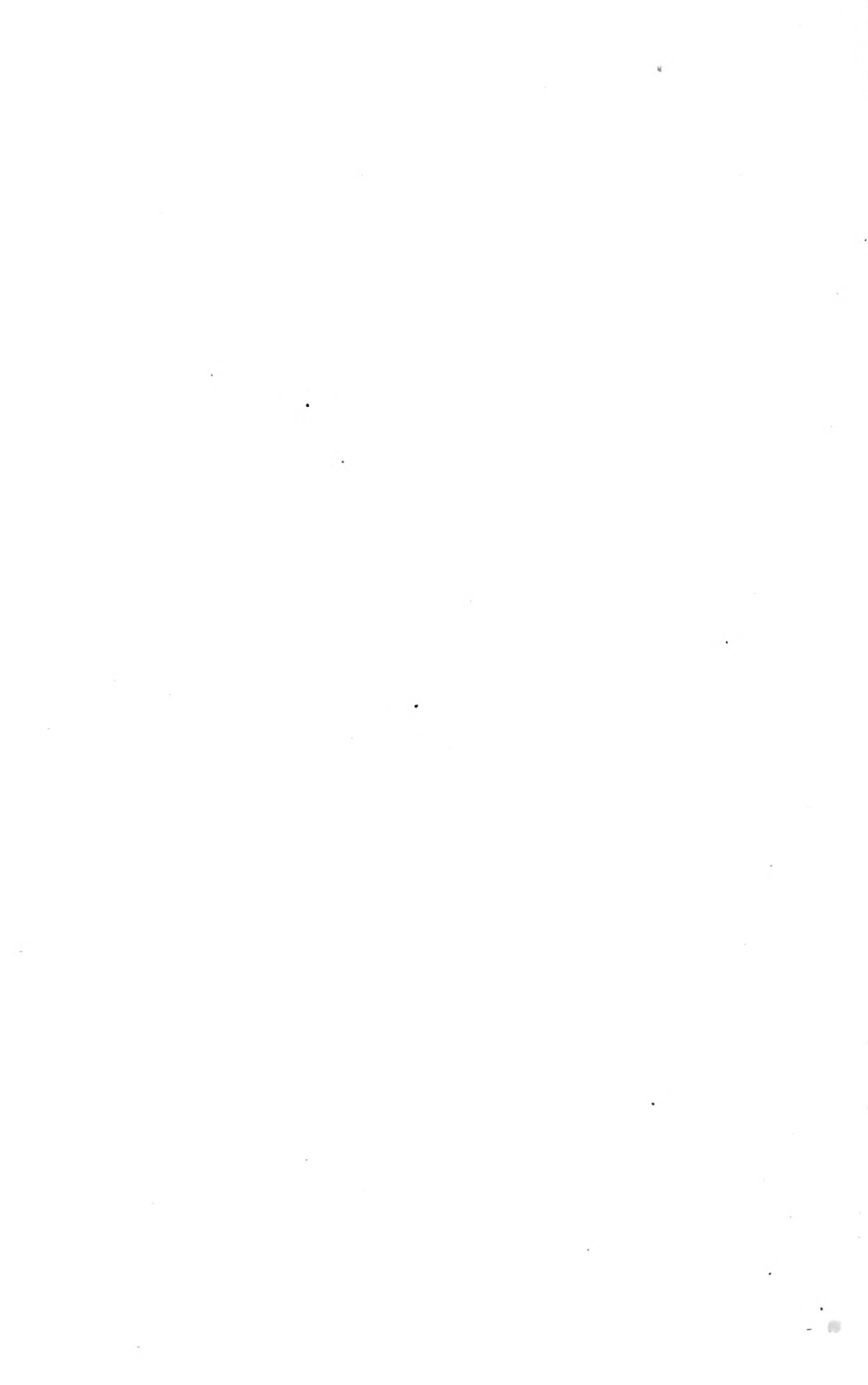
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# UNION SCALE OF WAGES AND HOURS OF LABOR IN MASSACHUSETTS, 1918.

## INTRODUCTION.

This report is the ninth of a series of annual reports issued by this Bureau relative to the time-rates of wages and hours of labor prevailing in the organized industries and trades in Massachusetts.<sup>1</sup> The data herein presented were obtained principally as of the date July 1, 1918, at which time schedules of inquiry were sent, with few exceptions, to all of the local trade unions in the Commonwealth whose members were known to be working under a *time-rate* system.

In certain industries and trades, such as the boot and shoe industry, the textile industry, the metal trades, and the clothing trades, wages are paid principally on a *piece-rate* basis, but the piece-rates quoted are so numerous and the units of payment are so diverse that it has not seemed advisable to include them in this report. In those instances where organized workmen have endeavored to establish in an industry or trade a union scale of wages and hours of labor, but without any fair degree of success, such proposed scales have been omitted from this report. On the other hand, wherever, in any locality, a definite scale of wages and hours of labor has actually become effective in a strongly organized industry or trade, although it may not have been the subject of a formal, signed agreement between employers and employees, such scale has been included in this report.

The term "*time-rates of wages*", as used in this report, signifies the wages agreed upon in return for services for a specified period, *e.g.*, an hour, day, week, etc., and should not be confounded with *actual earnings*, since the earnings of employees depend both upon the rates of wages and

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<sup>1</sup> Previous reports relative to time-rates of wages and hours of labor effective in the organized industries and trades in Massachusetts on the several dates specified were issued by this Bureau as follows:

1910 (October 1). Part I of the Forty-first Annual Report on the Statistics of Labor.

1911 (October 1). Labor Bulletin No. 91.

1912 (October 1). Labor Bulletin No. 96.

1913 (October 1). Labor Bulletin No. 97.

1914 (July 1). Labor Bulletin No. 107.

1915 (October 1). Labor Bulletins Nos. 114 and 115.

1916 (July 1). Labor Bulletin No. 120.

1917 (July 1). Labor Bulletin No. 124.

the number of hours, etc., for which payment is made. The rates of wages serve chiefly to show, by comparison with rates published in earlier reports, the upward or downward trend of wages. Although the rate of wages may increase during a specified period, a scarcity of work may effect even a reduction in the actual earnings during that period, while, on the other hand, an abundance of work, by making possible overtime employment or by reducing the amount of unemployment, may have a favorable effect upon the actual earnings even though the rate of wages may have remained unchanged. Again, in the case of employees receiving a daily rate, the working hours per day may be reduced, thereby increasing the rate per hour, but leaving the actual daily wages unchanged. Likewise, the granting of a weekly half-holiday, without loss of wages, effects an increase in the hourly rate of wages while the actual weekly earnings remain the same. The great demand for workmen during the war period made it possible for many workmen, both organized and unorganized, to command wages considerably in excess of the standard union rates which, under normal conditions, would prevail in the several localities. Usually, however, the union scale was retained as the standard, while the employees received additional compensation in the form of efficiency, service, and night bonuses, premiums, and overtime payments at rates in excess of those paid for work during the regular working hours.

Time-rates are calculated in various ways, but generally by the hour, day, or week. In this report the rate or unit shown is that reported by the union to this Bureau. In some cases the organizations have returned a rate per hour, per day, and week, as well as an overtime and a Sunday rate, thus indicating that each rate is in effect. In other cases a rate for only one unit of time has been returned, *i.e.*, for an hour or for a day, and in such cases only the rate returned has been entered in this report. Frequently the agreements between employers and labor organizations contain clauses to the effect that workmen commencing work shall be paid for at least one-half day even though the hours actually worked may amount to less than one-half day. These and other provisions relative to the method of calculating compensation which cannot be shown conveniently in tabular form are covered by notes accompanying the several tables.

The "*union scale*" establishes merely minimum rates, less than which members of the union to which it relates are not supposed to accept, and a maximum number of hours, in excess of which they may not work at the regular rate of pay, and in most cases the union rules provide that

definite penalties shall be imposed for failure of members to observe the working rules adopted by the union. In some localities and in certain trades workmen receive more than the prescribed minimum rate and in some instances employees work less than the prescribed maximum number of hours, such variations being generally the result of individual negotiations which are determined by special qualifications of the individual employee or by the peculiar conditions existing in any single trade or establishment. Agreements sometimes provide that old and infirm employees may work for less than the union scale. Except where otherwise noted, this report has reference only to the *minimum* rates of wages and *maximum* number of hours which have become effective in the various organized trades, and does not purport to show the extent to which there may be individual variations from the established scales.

The authority for the data presented in this report has been derived in most cases from information furnished by organizations of employees. Exceptions appear, however, in the case of employees in the steam and electric railway service and in telephone, telegraph, and federal service, regarding whom the necessary information was obtained from wage scales furnished for the most part by the employers.

The preparation of this report has involved much correspondence with the officers of the various labor organizations in this Commonwealth and also a considerable amount of field work on the part of representatives of this Bureau. To some extent, also, it has been necessary to confer with the employers in order to supplement or confirm the data obtained from trade union officials. It is especially gratifying to be able to state that in the preparation of this report the Bureau has received, almost invariably, the cordial and painstaking assistance of those whom it has been necessary to consult.

A. GENERAL GROUP OF TRADES.  
TABLE 1. BOOT AND SHOE MANUFACTURING.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME <sup>1</sup>		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sun-days and Holi-days	Mon-day to Fri-day	Sat-urday			
<b>Boot and Shoe Workers.</b>										
Abington:										
Beginners, . . . . .	-	\$1.25	-	-	-	9	5	50	12	
Cutters, . . . . .	-	-	\$22.00	1½ T	-	9	5	50	12	
Boston:										
Cutters, outside, . . . . .	.70	-	-	Reg.	-	9	5	50	12	
Cutters, top cloth and leather, . . . . .	.55½	-	-	Reg.	-	9	5	50	12	
Cutters, die trimmings, . . . . .	.55½	-	-	Reg.	-	9	5	50	12	
Hand trimming, . . . . .	.55½	-	-	Reg.	-	9	5	50	12	
Leather lining, . . . . .	.55½	-	-	Reg.	-	9	5	50	12	
Sorters, . . . . .	.77	-	-	Reg.	-	9	5	50	12	
Leather handlers:										
Handlers, . . . . .	-	-	23.00	1½ T	1½ T	8½	5½	48	12	
Weighers, . . . . .	-	-	26.00	1½ T	1½ T	8½	5½	48	12	
Sorters, . . . . .	-	-	25.00	1½ T	1½ T	8½	5½	48	12	
Shippers, . . . . .	-	-	25.00	1½ T	1½ T	8½	5½	48	12	
Bridgewater:										
Upper leather cutting, . . . . .	.51	-	25.50	-	-	9½	47½	50	12	
Upper leather sorting, . . . . .	.51	-	25.50	-	-	9½	47½	50	12	
Sole leather cutting (out-soles), . . . . .	.47	-	23.50	-	-	9½	47½	50	12	
Sole leather sorting (out-soles), . . . . .	.435	-	21.80	-	-	9½	47½	50	12	
Cutting insoles, . . . . .	.436	-	21.80	-	-	9½	47½	50	12	
Sorting insoles, . . . . .	.39	-	19.50	-	-	9½	47½	50	12	
Cutting lifting, . . . . .	.359	-	18.45	-	-	9½	47½	50	12	
Brockton:	{ .24- .50 }	-	-	1½ T	-	9	5	50	12	
Cutters:										
Outside cutters, hand or machine, . . . . .	.51	-	25.50	-	-	-	-	50	-	
Top cutters, hand or machine, . . . . .	.43	-	21.50	-	-	-	-	50	-	
Sorters, . . . . .	.51	-	25.50	-	-	-	-	50	-	
Cloth lining cutters, . . . . .	.43	-	21.50	-	-	-	-	50	-	
Leather linings, . . . . .	.34	-	17.00	-	-	-	-	50	-	
Crimping:										
First three months, . . . . .	.24	-	12.00	-	-	-	-	50	-	
Second three months, . . . . .	.27	-	13.50	-	-	-	-	50	-	
Third three months, . . . . .	.30	-	15.00	-	-	-	-	50	-	
After nine months, . . . . .	.36	-	18.00	-	-	-	-	50	-	
Throating, . . . . .	.34	-	17.00	-	-	-	-	50	-	
Marking lining:										
First three months, . . . . .	.18	-	9.00	-	-	-	-	50	-	
Second three months, . . . . .	.22	-	11.00	-	-	-	-	50	-	
After six months, . . . . .	.27	-	13.50	-	-	-	-	50	-	
Putting up linings:										
Three months, . . . . .	.22	-	11.00	-	-	-	-	50	-	
After three months, . . . . .	.27	-	13.50	-	-	-	-	50	-	
Matching up work:										
First three months, . . . . .	.26	-	13.00	-	-	-	-	50	-	
After three months, . . . . .	.30	-	15.00	-	-	-	-	50	-	
Punching tips and pinking, . . . . .	.30	-	15.00	-	-	-	-	50	-	
Cut trimmings, hand:										
First three months, . . . . .	.24	-	12.00	-	-	-	-	50	-	
Second three months, . . . . .	.27	-	13.50	-	-	-	-	50	-	
Third three months, . . . . .	.30	-	15.00	-	-	-	-	50	-	
After nine months, . . . . .	.34	-	17.00	-	-	-	-	50	-	
Mark vamps for tips:										
First three months, . . . . .	.18	-	9.00	-	-	-	-	50	-	
Second three months, . . . . .	.21	-	10.50	-	-	-	-	50	-	
Third three months, . . . . .	.25	-	12.50	-	-	-	-	50	-	
After nine months, . . . . .	.27	-	13.50	-	-	-	-	50	-	

<sup>1</sup> The symbols used in this table and in other tables in this report signify as follows: Reg.=Regular time; 1¼ T=Time and one-quarter; 1½ T=Time and one-half; 2 T=Double time; 3 T=Triple time.



TABLE 1. BOOT AND SHOE MANUFACTURING—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES						HOURS OF LABOR		
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Boot and Shoe Workers—</b>									
<b>Con.</b>									
<b>Brockton—Con.</b>									
<b>Cutters—Con.</b>									
Match marking and casing up work:									
First month, . . .	\$0.15	—	\$7.50	—	—	—	—	50	—
Second month, . . .	.18	—	9.00	—	—	—	—	50	—
Third month, . . .	.21	—	10.50	—	—	—	—	50	—
Fourth month and after, . . .	.24	—	12.00	—	—	—	—	50	—
Doubling:									
First three months, . . .	.15	—	7.50	—	—	—	—	50	—
Second three months, . . .	.18	—	9.00	—	—	—	—	50	—
Third three months, . . .	.21	—	10.50	—	—	—	—	50	—
After nine months, . . .	.24	—	12.00	—	—	—	—	50	—
Dieing out on block:									
First three months, . . .	.18	—	9.00	—	—	—	—	50	—
Second three months, . . .	.25	—	12.50	—	—	—	—	50	—
After six months, . . .	.30	—	15.00	—	—	—	—	50	—
Perforating:									
First two months, . . .	.24	—	12.00	—	—	—	—	50	—
Second two months, . . .	.27	—	13.50	—	—	—	—	50	—
Third two months, . . .	.30	—	15.00	—	—	—	—	50	—
After six months, . . .	.33	—	16.50	—	—	—	—	50	—
Outside cutters:									
First six months, . . .	.45	—	22.50	—	—	—	—	50	—
Second six months, . . .	.48	—	24.00	—	—	—	—	50	—
After one year, . . .	.51	—	25.50	—	—	—	—	50	—
Top cutters (apprentices):									
First six months, . . .	.37	—	18.50	—	—	—	—	50	—
Second six months, . . .	.40	—	20.00	—	—	—	—	50	—
After one year, . . .	.43	—	21.50	—	—	—	—	50	—
Dressers and packers, . . .	—	—	13.20	1½ T	—	9	5	50	12
Lasters (hand), . . .	.437 <sup>10</sup>	\$3.93	21.85	—	—	9	5	50	12
Lasters (machine), . . .	.47	4.23	23.50	—	—	9	5	50	12
Skinners, . . .	.33	—	16.50	1½ T	—	9	5	50	12
Sole leather workers, . . .	—	—	10.25— 24.00	1½ T	—	9	5	50	12
Stitchers:									
First three months, . . .	—	—	7.50	—	—	9	5	50	12
After three months, . . .	—	—	9.00— 15.00	—	—	9	5	50	12
Treeers, . . .	.408 <sup>10</sup>	—	20.15	1½ T	—	9	5	50	12
Vampers, . . .	.4477	—	—	Reg.	—	9	5	50	12
<b>Haverhill:</b>									
Beam dinkers, . . .	—	—	22.00— 32.50	1½ T	—	9	5	50	12
Crimpers, . . .	—	—	19.25— 30.00— 35.00	1½ T	—	9	5	50	12
Cutters, . . .	—	—	30.00	—	—	9	5	50	12
Cutters, block, . . .	—	—	18.35	—	—	9	5	50	12
Cutters, fancy block, . . .	—	—	22.00— 28.00	1½ T	—	9	5	50	12
Cutters, trimming and block, . . .	—	—	22.00— 25.00	1½ T	—	9	5	50	12
Cutters, cloth lining (men's shoes), . . .	—	—	27.50	—	—	9	5	50	12
Cutters, cloth lining (women's shoes), . . .	—	—	30.00	—	—	9	5	50	12
Cutters, fabric, . . .	—	—	30.00— 35.00	1½ T	—	9	5	50	12
Cutters, lining, . . .	—	—	30.00— 35.00	1½ T	—	9	5	50	12
Cutters, outside, . . .	—	—	30.00— 35.00	1½ T	—	9	5	50	12
Cutters, sole leather, . . .	—	—	25.30— 7.50—	1½ T	—	9	5	50	12
Helpers, . . .	—	—	15.00	—	—	9	5	50	12
Graders, sole leather, . . .	—	—	25.39	1½ T	—	9	5	50	12
Putting up soles, sole leather, . . .	—	—	25.30	1½ T	—	9	5	50	12

TABLE 1. BOOT AND SHOE MANUFACTURING — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Boot and Shoe Workers —</b>									
<b>Con.</b>									
Haverhill — <i>Con.</i>									
Sorters, sole leather, . . .	—	—	\$25.30	1½ T	—	9	5	50	12
Sorters, stock, . . .	—	—	30.00	—	—	9	5	50	12
Treers, . . .	\$0.40	—	22.00	1½ T	—	9	5	50	12
Ironers, . . .	.40	—	22.00	1½ T	—	9	5	50	12
Wood heel workers:									
Band saw men, . . .	—	—	17.60	1½ T	—	10	5	55	12
Circular saw men, . . .	—	—	18.00	1½ T	—	10	5	55	12
Concavers, . . .	—	—	10.00	1½ T	—	10	5	55	12
Dowellers, . . .	—	—	15.00	1½ T	—	10	5	55	12
Graders, . . .	—	—	18.00	1½ T	—	10	5	55	12
Groovers, . . .	—	—	18.00	1½ T	—	10	5	55	12
Shank scourers, . . .	—	—	20.00	1½ T	—	10	5	55	12
Turners, . . .	—	—	20.00	1½ T	—	10	5	55	12
Lowell:									
Lumpers, wet, . . .	.45	—	—	1½ T	2 T	9	5	50	12
Lumpers, dry, . . .	.42	—	—	1½ T	2 T	9	5	50	12
Lynn:									
Cleaners (male), . . .	.60	—	30.00	—	—	9	5	50	12
Cutters, . . .	.70	\$6.30	35.00	—	—	9	5	50	12
Ironers (male), . . .	.60	—	30.00	—	—	9	5	50	12
Lacers (female), . . .	.30	—	15.00	—	—	9	5	50	12
Lasters, . . .	.60	—	—	—	—	9	5	50	12
Lasting machine operators, . . .	.70	—	—	—	—	9	5	50	12
Liners, . . .	.30	—	15.00	—	—	9	5	50	12
Packers, . . .	.30	—	15.00	—	—	9	5	50	12
Repairs, . . .	.30	—	15.00	—	—	9	5	50	12
Sole leather workers:									
Cutters, . . .	—	—	25.00	—	—	9	5	50	12
Moulders, counters, . . .	—	—	19.00	—	—	9	5	50	12
Resorting flat counters, . . .	—	—	16.00	—	—	9	5	50	12
Skivers, . . .	—	—	19.00	—	—	9	5	50	12
Sorters, block, . . .	—	—	19.00	—	—	9	5	50	12
Sorters, mould, . . .	—	—	18.00	—	—	9	5	50	12
Stockfitting, . . .	—	—	19.00	—	—	9	5	50	12
Stitchers, . . .	.32	—	—	—	—	9	5	50	12
Stitchers (McKay), . . .	.70	—	—	—	—	9	5	50	12
Stockfitters, . . .	.50	4.50	25.00	—	—	9	5	50	12
Vampers, . . .	.40	—	—	—	—	9	5	50	12
Marlborough:									
Cutters, hand, . . .	—	—	23.75	—	—	9½	5	52½	12
Cutters, lining, . . .	—	—	23.75	—	—	9½	5	52½	12
Cutters, machine, . . .	—	—	25.50	—	—	9½	5	52½	12
Sorters, . . .	—	—	25.50	—	—	9½	5	52½	12
Sorters (women), . . .	—	—	17.50	—	—	9½	5	52½	12
Natick:									
Cutters, outsole, . . .	.40	3.60	20.00	1½ T	1½ T	9	5	50	12
Cutters, upper leather, . . .	.39	3.51	19.50	1½ T	1½ T	9	5	50	12
Floormen, . . .	.27	2.43	13.50	1½ T	1½ T	9	5	50	12
Lasters, . . .	.48	4.32	24.00	1½ T	1½ T	9	5	50	12
Stitchers (female), . . .	.30	2.70	15.00	1½ T	1½ T	9	5	50	12
Stitchers (male), . . .	.40	3.60	20.00	1½ T	1½ T	9	5	50	12
New Bedford:									
Assemblers, . . .	.40½	3.63	—	—	—	9	5	50	12
Boys, . . .	.13½	1.21	—	—	—	9	5	50	12
Cobblers, . . .	.40½	3.63	—	—	—	9	5	50	12
Crowners, . . .	.26½	2.39	—	—	—	9	5	50	12
Ironers, . . .	.20½	1.81	—	—	—	9	5	50	12
Trimmers, innersole, . . .	.20½	1.81	—	—	—	9	5	50	12
North Adams:									
Cutters, board (top), . . .	—	—	18.00	1½ T	—	9	5	50	12
Cutters, board (whole sole), . . .	—	—	20.75	1½ T	—	9	5	50	12
Cutters, machine (top), . . .	—	—	19.00	1½ T	—	9	5	50	12
Cutters, machine (whole sole), . . .	—	—	23.00	1½ T	—	9	5	50	12
Helpers, . . .	—	—	15.00	1½ T	—	9	5	50	12
Randolph:									
Inexperienced help, . . .	—	—	6.73	—	—	9	5	50	12

TABLE 1. BOOT AND SHOE MANUFACTURING—CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Work-ing Days	Sun-days and Holi-days	Mon-day to Fri-day	Sat-urday		
<b>Boot and Shoe Workers—</b>									
<b>Con.</b>									
Salem:									
Cutters, lining, . . . .	\$0.60	\$5.40	\$30.00	2 T	—	9	5	50	12
Cutters, shoe, . . . .	.70	6.30	35.00	2 T	—	9	5	50	12
Cutters, trimming, . . .	.50	4.50	25.00	2 T	—	9	5	50	12
Stitchers, . . . .	.25	2.25	12.50	1½ T	—	9	5	50	12
Taunton:									
Shoe repairers, . . . .	.33½	—	18.00	—	—	9	19	154	12
Whitman:									
Cutters, . . . .	.51	4.59	25.50	—	—	9	5	50	12
Cutters, insole, . . . .	.42	3.78	21.00	1½ T	—	9	5	50	12
Cutters, outsole, . . . .	.48	4.32	24.00	1½ T	—	9	5	50	12
Cutters, top, . . . .	.42	3.78	21.00	—	—	9	5	50	12
Dressing department:									
Tack inspecting, . . . .	—	—	11.75	—	—	9	5	50	12
Stamping, . . . .	—	—	16.80	—	—	9	5	50	12
Soft leather repairing, .	—	—	16.80	—	—	9	5	50	12
Russia repairing, . . . .	—	—	16.80 } 18.49 }	—	—	9	5	50	12
Patent leather repairing, .	—	—	13.44	—	—	9	5	50	12
Patent leather repairing by machine, . . . .	—	—	15.12	—	—	9	5	50	12
Dressing:									
Apprentices:									
First six months, . . . .	—	—	11.75	—	—	9	5	50	12
Second six months, . . .	—	—	13.44	—	—	9	5	50	12
After one year, . . . .	—	—	15.12	—	—	9	5	50	12
Lacing, . . . .	—	—	11.75	—	—	9	5	50	12
Inspecting (examine for imperfections and mate up for packers if necessary), . . . .	—	—	15.12	—	—	9	5	50	12
Crowning, . . . .	—	—	20.16	—	—	9	5	50	12
Carton marking, . . . .	—	—	13.44	—	—	9	5	50	12
Packing in cartons:									
Apprentices:									
First six months, . . . .	—	—	11.75	—	—	9	5	50	12
Second six months, . . .	—	—	13.44	—	—	9	5	50	12
After one year, . . . .	—	—	15.12	—	—	9	5	50	12
Wooden box making, . . .	—	—	13.44	—	—	9	5	50	12
Checking and shipping, .	—	—	18.49	—	—	9	5	50	12
Form man, . . . .	—	—	16.80	—	—	9	5	50	12
Cold stamping, . . . .	—	—	11.75	—	—	9	5	50	12
Lasters, . . . .	.437½	—	21.85	—	—	9	5	50	12
Skivers:									
Tops, . . . .	.41	3.69	20.50	—	—	9	5	50	12
Trimnings, inside, . . .	.33	2.97	16.50	—	—	9	5	50	12
Trimnings, outside, . . .	.37	3.33	18.50	—	—	9	5	50	12
Sorters:									
Insoles, . . . .	.40	3.60	20.00	1½ T	—	9	5	50	12
Outsoles, . . . .	.43	3.87	21.50	1½ T	—	9	5	50	12
Stitchers, . . . .	.15½	1.37	7.61	—	—	9	5	50	12

<sup>1</sup> During two months, five hours on Wednesday, 50 hours a week.

TABLE 2. BUILDING TRADES.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
<b>Bricklayers, Masons, and Plasterers.</b>										
<i>Apprentices.</i>										
Attleboro,	\$0.25	\$2.00	\$11.00	1½ T	2 T	8	4	44	12	
Beverly:										
First year,	—	—	16.00	—	—	8	4	44	12	
Second year,	—	—	18.00	—	—	8	4	44	12	
Third year,	—	—	10.00	—	—	8	4	44	12	
Brockton:										
First year,	—	—	7.00	—	—	8	4	44	12	
Second year,	—	—	8.00	—	—	8	4	44	12	
Third year,	—	—	10.00	—	—	8	4	44	12	
Fitchburg:										
First year,	.20	—	—	1½ T	2 T	8	4	44	12	
Second year,	.25	—	—	1½ T	2 T	8	4	44	12	
Third year,	.30	—	—	1½ T	2 T	8	4	44	12	
Framingham:										
Second year,	.40	3.20	17.60	2—	2 T	8	4	44	12	
Gardner:										
First year,	.40	—	—	1½ T	2 T	8	8	48	3	
Second year,	.50	—	—	1½ T	2 T	8	8	48	3	
Third year,	.55	—	—	1½ T	2 T	8	8	48	3	
Holyoke:										
First year,	—	1.00—2.00	—	2 T	2 T	8	4	44	12	
Second year,	—	2.00—3.00	—	2 T	2 T	8	4	44	12	
Third year,	—	3.00—4.00	—	2 T	2 T	8	4	44	12	
Lowell:										
First year,	.20	1.60	—	2 T	2 T	8	4	44	12	
Second year,	.25	2.00	—	2 T	2 T	8	4	44	12	
Third year,	.50	4.00	—	2 T	2 T	8	4	44	12	
<i>Bricklayers.</i>										
Athol,	.60	4.80	28.80	1½ T	2 T	8	8	48	—	
Attleboro,	.70	5.60	30.80	1½ T	2 T	8	4	44	12	
Beverly,	.70	5.60	30.80	2 T	2 T	8	4	44	12	
Boston,	.80	—	—	2 T	2 T	8	4	44	12	
Brockton,	.70	—	30.80	2 T	2 T	8	4	44	12	
Cambridge,	.80	—	—	2 T	2 T	8	4	44	12	
Clinton,	.75	6.00	33.00	1½ T	2 T	8	4	44	12	
Fall River,	.75	6.00	33.00	2—	2—	8	4	44	12	
Fitchburg,	.70	5.60	30.80	1½ T	2 T	8	4	44	12	
Fitchburg (sewer work),	—	6.10	—	1½ T	2 T	8	4	44	12	
Framingham,	.70	5.60	30.80	2—	2 T	8	4	44	12	
Gardner,	.65	5.20	31.20	1½ T	2 T	8	8	48	3	
Great Barrington,	.62½	5.00	27.50	2 T	2 T	8	4	44	12	
Greenfield,	.65	5.20	31.20	1½ T	2 T	8	8	48	—	
Haverhill,	.80	6.40	35.20	2—	2 T	8	4	44	12	
Holyoke,	.75	6.00	33.00	2 T	2 T	8	4	44	12	
Holyoke (foremen),	.80	—	—	2 T	2 T	8	4	44	12	
Lawrence,	.80	6.40	35.20	1½ T	2 T	8	4	44	12	
Lenox,	.75	6.00	33.00	2—	2 T	8	4	44	12	
Lowell,	.80	6.40	35.20	2 T	2 T	8	4	44	12	
Lowell (sewer work),	.85	—	—	2 T	2 T	8	4	44	12	
Lynn,	.70	—	—	1½ T	2 T	8	4	44	12	

1 Average.

2 Saturday, 2 T; other overtime, 1½ T.

3 1½ T on Sundays; 2 T on holidays.

4 All repair work on boilers, ovens or furnaces in use (hot or cold) to be paid at 1½ T except Sundays and holidays, when 2 T is paid.

5 When working on old boiler repairing, all work shall be paid for at 1½ T rate.

6 1½ T for one hour, then 2 T.

7 No work permitted between 5 and 6 P.M., except in cases of emergency; other overtime, 2 T.

TABLE 2. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Work-ing Days	Sun-days and Holi-days	Mon-day to Fri-day	Sat-urday			
<b>Bricklayers, Masons, and Plasterers — Con.</b>										
<i>Bricklayers — Con.</i>										
Marlborough, . . . . .	\$0.65	\$5.20	\$28.60	2 T	2 T	8	4	44	12	
New Bedford, . . . . .	<sup>1</sup> .75	6.00	33.00	1½ T	2 T	8	4	44	12	
Newburyport, . . . . .	.60	4.80	26.40	1½ T	2 T	8	4	44	12	
Newton, . . . . .	.75	6.00	33.00	2 T	2 T	8	4	44	12	
North Adams, . . . . .	.68¼	5.46	30.03	2 T	2 T	8	4	44	12	
Northampton, . . . . .	.75	6.00	33.00	2 T	2 T	8	4	44	12	
Pittsfield, . . . . .	.70	5.60	30.80	2 T	2 T	8	4	44	12	
Plymouth, . . . . .	.65	5.20	28.60	2 T	2 T	8	4	44	12	
Quincy, . . . . .	.80	6.40	35.20	2 T	2 T	8	4	44	12	
Salem, . . . . .	.75	6.00	33.00	2 T	2 T	8	4	44	12	
Salem (sewer work), . . . . .	.80	—	—	2 T	2 T	8	4	44	12	
Southbridge, . . . . .	.65	—	—	1½ T	2 T	8	4	44	12	
Springfield, . . . . .	.75	—	—	2 T	2 T	8	4	44	12	
Taunton, . . . . .	.65	—	—	2 T	2 T	8	4	44	12	
Westfield, . . . . .	.65	5.20	28.60	2 T	2 T	8	4	44	12	
Worcester, . . . . .	.75	—	—	1½ T	2 T	8	4	44	12	
<i>Plasterers.</i>										
Athol, . . . . .	.60	4.80	28.80	1½ T	2 T	8	8	48	—	
Attleboro, . . . . .	.70	5.60	30.80	1½ T	2 T	8	4	44	12	
Beverly, . . . . .	.70	5.60	30.80	2 T	2 T	8	4	44	12	
Boston, . . . . .	.80	—	—	2 T	2 T	8	2—	40	2—	
Brockton, . . . . .	.70	—	30.80	2 T	2 T	8	4	44	12	
Clinton, . . . . .	.75	6.00	33.00	1½ T	2 T	8	4	44	12	
Fitchburg, . . . . .	.70	—	—	1½ T	2 T	8	4	44	12	
Framingham, . . . . .	.70	5.60	28.00	3—	2 T	8	2—	40	2—	
Gardner, . . . . .	.65	5.20	31.20	1½ T	2 T	8	8	48	3	
Great Barrington, . . . . .	.62½	5.00	27.50	2 T	2 T	8	4	44	12	
Greenfield, . . . . .	.65	5.20	31.20	1½ T	2 T	8	8	48	—	
Haverhill, . . . . .	—	5.50	—	2 T	2 T	8	2—	40	2—	
Holyoke, . . . . .	.75	6.00	33.00	2 T	2 T	8	4	44	12	
Holyoke (foremen), . . . . .	.80	—	—	2 T	2 T	8	4	44	12	
Lawrence, . . . . .	.80	6.40	32.00	2 T	2 T	8	2—	40	2—	
Lenox, . . . . .	.75	6.00	33.00	4—	2 T	8	4	44	12	
Lowell, . . . . .	.75	6.00	33.00	1½ T	2 T	8	4	44	12	
Lynn, . . . . .	.70	—	—	1½ T	2 T	8	4	44	12	
Marlborough, . . . . .	.65	5.20	28.60	2 T	2 T	8	4	44	12	
New Bedford, . . . . .	<sup>1</sup> .75	6.00	33.00	1½ T	2 T	8	4	44	12	
Newburyport, . . . . .	.60	4.80	26.40	1½ T	2 T	8	4	44	12	
Newton, . . . . .	.75	6.00	30.00	2 T	2 T	8	2—	40	2—	
North Adams, . . . . .	.68¼	5.46	30.03	2 T	2 T	8	4	44	12	
Northampton, . . . . .	.75	6.00	33.00	2 T	2 T	8	4	44	12	
Pittsfield, . . . . .	.70	5.60	30.80	2 T	2 T	8	4	44	12	
Plymouth, . . . . .	.65	—	—	2 T	2 T	8	4	44	12	
Quincy, . . . . .	.80	6.40	35.20	2 T	2 T	8	4	44	12	
Salem, . . . . .	.75	6.00	33.00	2 T	2 T	8	4	44	12	
Springfield, . . . . .	.75	—	—	2 T	2 T	8	4	44	12	
Taunton, . . . . .	.65	—	—	2 T	2 T	8	4	44	12	
Westfield, . . . . .	.65	5.20	28.60	2 T	2 T	8	4	44	12	
Worcester, . . . . .	.75	—	—	1½ T	2 T	8	4	44	12	
<i>Stonemasons.</i>										
Athol, . . . . .	.60	4.80	28.80	1½ T	2 T	8	8	48	—	
Attleboro, . . . . .	.70	5.60	30.80	1½ T	2 T	8	4	44	12	
Beverly, . . . . .	.70	5.60	30.80	2 T	2 T	8	4	44	12	
Boston, . . . . .	.80	—	—	2 T	2 T	8	4	44	12	
Brockton, . . . . .	.70	5.60	30.80	1½ T	2 T	8	4	44	12	
Clinton, . . . . .	.75	6.00	33.00	1½ T	2 T	8	4	44	12	
Framingham, . . . . .	.65	5.20	28.60	3—	2 T	8	4	44	12	
Great Barrington, . . . . .	.62½	5.00	27.50	2 T	2 T	8	4	44	12	

<sup>1</sup> On Sept. 1, 1918, rate was increased to 80 cents an hour.<sup>2</sup> Work five days a week; no work on Saturday.<sup>3</sup> Saturday, 2 T; other overtime, 1½ T.<sup>4</sup> No work permitted between 5 and 6 P.M., except in cases of emergency; other overtime, 2 T.

TABLE 2. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Bricklayers, Masons, and Plasterers — Con.</b>									
<i>Stonemasons — Con.</i>									
Haverhill, . . . . .	\$0.80	\$6.40	\$35.20	2 -	2 T	8	4	44	12
Holyoke, . . . . .	.75	6.00	33.00	2 T	2 T	8	4	44	12
Holyoke (foremen), . . . . .	.80	-	-	2 T	2 T	8	4	44	12
Lawrence, . . . . .	.80	6.40	35.20	1½ T	2 T	8	4	44	12
Lenox, . . . . .	.75	6.00	33.00	3 -	2 T	8	4	44	12
Malden, . . . . .	.75	6.00	33.00	1½ T	2 T	8	4	44	12
Marlborough, . . . . .	.50	4.00	22.00	1½ T	1½ T	8	4	44	12
Newburyport, . . . . .	.60	4.80	26.40	1½ T	2 T	8	4	44	12
Newton, . . . . .	.75	6.00	33.00	2 T	2 T	8	4	44	12
North Adams, . . . . .	.68½	5.46	30.03	2 T	2 T	8	4	44	12
Northampton, . . . . .	.75	6.00	33.00	2 T	2 T	8	4	44	12
Pittsfield, . . . . .	.70	5.60	30.80	2 T	2 T	8	4	44	12
Plymouth, . . . . .	.65	-	-	2 T	2 T	8	4	44	12
Quincy, . . . . .	.75	6.00	33.00	2 T	2 T	8	4	44	12
Salem, . . . . .	.75	6.00	33.00	2 T	2 T	8	4	44	12
Springfield, . . . . .	.75	-	-	2 T	2 T	8	4	44	12
Taunton, . . . . .	.65	-	-	2 T	2 T	8	4	44	12
Westfield, . . . . .	.65	5.20	28.60	2 T	2 T	8	4	44	12
Worcester, . . . . .	.75	6.00	33.00	1½ T	2 T	8	4	44	12
<b>Building Laborers and Hod Carriers.</b>									
<b>Boston:</b>									
Laborers, <sup>4</sup> . . . . .	.47½	-	-	-	-	8	8	48	-
Masons' tenders, . . . . .	.50	-	-	1½ T	2 T	8	8	48	-
Plasterers' tenders, . . . . .	.60	-	-	6 -	2 T	8	6 -	40	6 -
Scaffold builders, . . . . .	.50	-	-	1½ T	2 T	8	8	48	-
Brockton, . . . . .	.45	3.60	19.80	1½ T	2 T	8	4	44	12
Easthampton, . . . . .	.50	4.00	22.00	2 T	2 T	8	4	44	12
Easthampton (stage builders), . . . . .	.50	4.00	22.00	2 T	2 T	8	4	44	12
Great Barrington (masons' tenders), . . . . .	.43¾	3.59	19.25	-	-	8	4	44	12
<b>Haverhill:</b>									
Brick carriers, . . . . .	.43¾	3.50	19.25	7 -	8 -	8	4	44	12
Cement mixers and carriers, . . . . .	.43¾	3.50	19.25	7 -	8 -	8	4	44	12
Mortar carriers, . . . . .	-	-	20.65	7 -	8 -	8	4	44	12
Plaster carriers, . . . . .	.55	4.40	22.00	7 -	8 -	8	6 -	40	6 -
Holyoke (hod carriers), <sup>5</sup> . . . . .	.50	4.00	22.00	2 T	2 T	8	4	44	12
<b>Lawrence:</b>									
Building laborers and hod carriers (Union A), . . . . .	.45	-	-	1½ T	1½ T	8	4	44	12
Building laborers (Union B), . . . . .	.45	-	-	1½ T	2 T	8	4	44	12
Concrete mixers (Union A), . . . . .	.45	-	-	1½ T	1½ T	8	4	44	12
Diggers (Union A), . . . . .	.45	-	-	1½ T	1½ T	8	4	44	12
Masons' tenders (Union A), . . . . .	.45	-	-	1½ T	1½ T	8	4	44	12
Plasterers' tenders (Union A), . . . . .	.50	-	-	1½ T	1½ T	8	4	44	12
Stage builders (Union A), . . . . .	.45	-	-	1½ T	1½ T	8	4	44	12
<b>Lowell:</b>									
Building laborers and hod carriers, . . . . .	.60	-	-	2 T	2 T	8	4	44	12
Masons' tenders, . . . . .	.63	-	-	2 T	2 T	8	4	44	12
Plasterers' tenders, . . . . .	.63	-	-	2 T	2 T	8	4	44	12
Stage builders, . . . . .	.60	-	-	2 T	2 T	8	4	44	12
New Bedford, . . . . .	.40	3.20	19.20	1½ T	2 T	8	8	48	-

<sup>1</sup> Repairing old boilers, 2 T.<sup>2</sup> 1½ T for one hour, then 2 T.<sup>3</sup> No work permitted between 5 and 6 P.M., except in cases of emergency; other overtime, 2 T.<sup>4</sup> Includes concrete mixers, diggers, excavators, and all ordinary laborers.<sup>5</sup> On Saturday, 1½ T; other overtime, 2 T.<sup>6</sup> Work five days a week; no work on Saturday.<sup>7</sup> No work on Saturday afternoon; other overtime, 1½ T.<sup>8</sup> No work on Labor Day; other holidays and Sundays, 2 T.<sup>9</sup> Includes stage builders, masons' tenders, and plasterers' tenders.

TABLE 2. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Work- ing Days	Sun- days and Holi- days	Mon- day to Fri- day	Sat- ursday			
<b>Building Laborers and Hod Carriers — Con.</b>										
Northampton:										
Building laborers and hod carriers, . . . . .	\$0.50	\$4.00	\$22.00	2 T	2 T	8	4	44	12	
Concrete mixers, . . . . .	.37½	—	—	2 T	2 T	8	4	44	12	
Diggers, . . . . .	.37½	—	—	2 T	2 T	8	4	44	12	
Masons' tenders, . . . . .	.50	4.00	22.00	1½ T	2 T	8	4	44	12	
Plasterers' tenders, . . . . .	.50	4.00	22.00	1½ T	2 T	8	4	44	12	
Stage builders, . . . . .	.50	4.00	22.00	1½ T	2 T	8	4	44	12	
Salem, . . . . .	.50	—	—	2 T	2 T	8	4	44	12	
Springfield, . . . . .	.50	4.00	22.00	2 T	2 T	8	4	44	12	
Springfield (shovelers), . . . . .	—	3.50	—	2	2 T	8	4	44	12	
Springfield (stage builders), . . . . .	.50	—	—	2 T	2 T	8	4	44	12	
Worcester:										
Brick carriers, <sup>3</sup> . . . . .	.50	—	—	2	3 2 T	8	4	44	12	
Building laborers, <sup>3</sup> . . . . .	.40	—	—	2	3 2 T	8	4	44	12	
Hod carriers, <sup>3</sup> . . . . .	.50	—	—	2	3 2 T	8	4	44	12	
Mortar carriers, <sup>3</sup> . . . . .	.50	—	—	2	3 2 T	8	4	44	12	
Mortar mixers, <sup>3</sup> . . . . .	.50	—	—	2	3 2 T	8	4	44	12	
Plasterers' tenders, <sup>3</sup> . . . . .	.55	—	—	2	3 2 T	8	4	44	12	
Staging builders, <sup>3</sup> . . . . .	.50	—	—	2	3 2 T	8	4	44	12	
<b>Carpenters.</b>										
<i>Apprentices.</i>										
Braintree:										
First year, . . . . .	—	—	6.00	2 T	2 T	8	4	44	12	
Second year, . . . . .	—	—	8.00	2 T	2 T	8	4	44	12	
Third year, . . . . .	—	—	10.00	2 T	2 T	8	4	44	12	
Fourth year, . . . . .	—	—	14.00	2 T	2 T	8	4	44	12	
Bridgewater:										
First year, . . . . .	—	—	8.00	4	2 T	8	4	44	12	
Second year, . . . . .	—	—	10.00	4	2 T	8	4	44	12	
Third year, . . . . .	—	—	14.00	4	2 T	8	4	44	12	
Concord, . . . . .	.40	3.20	17.60	1½ T	2 T	8	4	44	12	
Fall River (Union A):										
First year, . . . . .	—	—	9.00	2 T	6	8	4	44	12	
Second year, . . . . .	—	—	12.00	2 T	5	8	4	44	12	
Third year, . . . . .	—	—	15.00	2 T	5	8	4	44	12	
Fourth year, . . . . .	—	—	18.00	2 T	5	8	4	44	12	
Haverhill:										
First year, . . . . .	—	—	9.00	2 T	2 T	8	4	44	12	
Second year, . . . . .	—	—	12.00	2 T	2 T	8	4	44	12	
Third year, . . . . .	—	—	16.50	2 T	2 T	8	4	44	12	
Fourth year, . . . . .	—	4.70	—	2 T	2 T	8	4	44	12	
Lawrence (German):										
First year, . . . . .	.28	2.24	12.32	2 T	2 T	8	4	44	12	
Second year, . . . . .	.42	3.36	18.48	2 T	2 T	8	4	44	12	
Third year, . . . . .	.63	5.04	27.72	2 T	2 T	8	4	44	12	
Lee:										
First year, . . . . .	—	2.00	—	1½ T	2 T	8	4	44	12	
Second year, . . . . .	—	2.50	—	1½ T	2 T	8	4	44	12	
Third year, . . . . .	—	3.00	—	1½ T	2 T	8	4	44	12	
Marlborough:										
First year, . . . . .	—	1.75	—	6	2 T	8	4	44	12	
Second year, . . . . .	—	2.25	—	6	2 T	8	4	44	12	
Third year, . . . . .	—	2.75	—	6	2 T	8	4	44	12	
Fourth year, . . . . .	—	3.25	—	6	2 T	8	4	44	12	

<sup>1</sup> When working in water or on concrete, \$3.75 a day.<sup>2</sup> 2 T on Saturday afternoon; other overtime, 1½ T.<sup>3</sup> Any member working out of town shall have all first-class transportation, board and room paid by contractor, and shall work all overtime, including Sundays and holidays, for 1½ T.<sup>4</sup> Before midnight, 1½ T; after midnight, 2 T.<sup>5</sup> No work on Labor Day; other holidays and Sundays, 2 T.<sup>6</sup> Before 9 P.M., 1½ T; after 9 P.M., 2 T.

TABLE 2. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES						HOURS OF LABOR			
	Hour	Day	Week	OVERTIME			DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays		Monday to Friday	Saturday		
<b>Carpenters — Con.</b>										
<i>Apprentices — Con.</i>										
Methuen:										
First year, . . . . .	\$0.28	-	-	2 T	2 T	8	4		44	12
Second year, . . . . .	.42	-	-	2 T	2 T	8	4		44	12
Third year, . . . . .	.52½	-	-	2 T	2 T	8	4		44	12
Fourth year, . . . . .	.63	-	-	2 T	2 T	8	4		44	12
Needham:										
First year, . . . . .	-	-	\$10.50	2 T	2 T	8	1-		40	1-
Second year, . . . . .	-	-	15.00	2 T	2 T	8	1-		40	1-
Third year, . . . . .	-	-	19.00	2 T	2 T	8	1-		40	1-
Fourth year, . . . . .	-	-	22.00	2 T	2 T	8	1-		40	1-
Waltham:										
First year, . . . . .	-	-	10.50	-	-	8	1-		40	1-
Second year, . . . . .	-	-	15.00	-	-	8	1-		40	1-
Third year, . . . . .	-	-	19.00	-	-	8	1-		40	1-
Fourth year, . . . . .	-	-	22.00	-	-	8	1-		40	1-
Ware, . . . . .	.35	\$2.80	15.40	1½ T	2 T	8	4		44	12
<i>Floorlayers.</i>										
Boston:										
Floorlayers, . . . . .	.75	-	-	-	-	8	4		44	12
New Bedford (French), . . . . .	.60	4.80	26.40	2 T	2 T	8	4		44	12
<i>House Carpenters.</i>										
Adams, . . . . .	.62½	5.00	27.50	1½ T	2 T	8	4		44	12
Amesbury, . . . . .	.50	-	22.00	-	-	8	4		44	12
Arlington, . . . . .	-	5.20	28.60	1½ T	2 T	8	4		44	12
Arlington (foremen), . . . . .	-	5.60	-	1½ T	2 T	8	4		44	12
Athol, . . . . .	.45	3.60	21.60	1½ T	2 T	8	8		48	-
Attleboro, . . . . .	.60	4.80	26.40	2 T	2 T	8	4		44	12
Beverly, . . . . .	.70	5.60	30.80	2 T	2-	8	4		44	12
Boston, . . . . .	.75	-	-	2 T	2 T	8	1-		40	1-
Braintree, . . . . .	.65	5.20	28.60	2 T	2 T	8	4		44	12
Bridgewater, . . . . .	.65	5.20	28.60	2-	2 T	8	4		44	12
Bridgewater (foremen), . . . . .	.71¼	5.70	31.35	2-	2 T	8	4		44	12
Brockton, . . . . .	.70	5.60	30.80	2 T	2 T	8	4		44	12
Brockton (foremen), . . . . .	.76¼	6.10	33.55	2 T	2 T	8	4		44	12
Brookline, . . . . .	.75	-	-	2 T	2 T	8	1-		40	1-
Cambridge, . . . . .	.75	-	-	2 T	2 T	8	1-		40	1-
Chatham, . . . . .	.50	4.00	24.00	1½ T	1½ T	8	8		48	-
Chelsea, . . . . .	.75	-	-	2 T	2 T	8	1-		40	1-
Chelsea (Hebrew), . . . . .	.75	-	-	2 T	2 T	8	1-		40	1-
Chicopee, . . . . .	.65	-	-	2 T	2 T	8	4		44	12
Concord, . . . . .	.55	4.40	24.20	1½ T	2 T	8	4		44	12
Concord (foremen), . . . . .	.70	5.60	30.80	1½ T	2 T	8	4		44	12
Danvers, . . . . .	.70	5.60	30.80	1½ T	2 T	8	4		44	12
Easthampton, . . . . .	.50	4.00	22.00	1½ T	2 T	8	4		44	12
Easton, . . . . .	.55	-	-	1½ T	2 T	8	4		44	12
Easton (foremen), . . . . .	.61¼	4.90	26.95	1½ T	2 T	8	4		44	12
Everett, . . . . .	.75	-	-	2 T	2 T	8	1-		40	1-
Fall River, . . . . .	.62½	5.00	27.50	2 T	2 T	8	4		44	12
Fall River (foremen), . . . . .	.70	-	-	2 T	2 T	8	4		44	12
Fall River (foremen) (French), . . . . .	.65	5.20	28.60	2 T	2 T	8	4		44	12
Fitchburg, . . . . .	.55	4.40	24.20	1½ T	2 T	8	4		44	12
Franklin, . . . . .	.50	4.00	22.00	1½ T	2 T	8	4		44	12
Gardner, . . . . .	.60	4.80	26.40	1½ T	2 T	8	4		44	12
Gloucester, . . . . .	.70	5.60	30.80	2 T	2-	8	4		44	12
Great Barrington, . . . . .	.62½	5.00	27.50	1½ T	2 T	8	4		44	12
Greenfield, . . . . .	.50	4.00	24.00	1½ T	2 T	8	8		48	-
Haverhill, . . . . .	.65	5.20	28.60	2 T	2 T	8	4		44	12

1 Work five days a week; no work on Saturday.

2 Sundays and Labor Day, 3 T; other holidays, 2 T.

3 Before midnight, 1½ T; after midnight, 2 T.

4 No work on Labor Day.



TABLE 2. BUILDING TRADES—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
Carpenters — Con.										
House Carpenters — Con.										
Haverhill (foremen),	—	\$5.70	—	2 T	2 T	8	4	44	12	
Hingham,	\$0 65	5.20	\$28.60	2 T	2 T	8	4	44	12	
Holyoke,	.65	—	—	2 T	2 T	8	4	44	12	
Hudson,	.60	4.80	1 28.80	1½ T	2 T	8	4	44	12	
Hull,	.65	5.20	28.60	2 T	2 T	8	4	44	12	
Hull (foremen),	.85	—	—	2 T	2 T	8	4	44	12	
Lawrence,	.70	5.60	30.80	2 T	2 T	8	4	44	12	
Lawrence (German),	.70	5.60	30.80	2 T	2 T	8	4	44	12	
Lawrence (foremen) (German),	.75	6.00	33.00	2 T	2 T	8	4	44	12	
Lee,	.62½	5.00	27.50	1½ T	2 T	8	4	44	12	
Lee (foremen),	.75	6.00	33.00	1½ T	2 T	8	4	44	12	
Leominster,	.55	4.40	24.20	2 T	2 T	8	4	44	12	
Lowell,	.65	—	28.60	2½ T	2 T	8	4	44	12	
Lowell (foremen),	.75	—	—	2½ T	2 T	8	4	44	12	
Lynn,	.70	5.60	28.00	2 T	3—	8	4—	40	4—	
Malden,	.75	—	—	2 T	2 T	8	4—	40	4—	
Marblehead,	\$ 70	\$ 5.60	\$ 30.80	5½ T	3 T	6 8	6 4	6 44	6 12	
Marlborough,	.55	4.40	24.20	7—	2 T	8	4	44	12	
Marlborough (foremen),	.60	—	—	7—	2 T	8	4	44	12	
Maynard,	.65	5.20	28.60	2 T	2 T	8	4	44	12	
Medford,	.75	—	—	2 T	2 T	8	4—	40	4—	
Melrose,	.65	5.20	28.60	1½ T	2 T	8	4	44	12	
Methuen,	.70	—	—	2 T	2 T	8	4	44	12	
Methuen (foremen),	.75	—	—	2 T	2 T	8	4	44	12	
Middleborough,	.60	4.80	26.40	1½ T	2 T	8	4	44	12	
Middleborough (foremen),	.68½	5.45	29.97	1½ T	2 T	8	4	44	12	
Milford,	.60	—	—	7—	2 T	8	4	44	12	
Milton,	.75	—	—	2 T	2 T	8	4—	40	4—	
Natick,	.70	5.60	28.00	2 T	2 T	8	4—	40	4—	
Natick (foremen),	.75	6.00	30.00	2 T	2 T	8	4—	40	4—	
Needham,	.70	5.60	28.00	2 T	2 T	8	4—	40	4—	
Needham (foremen),	.80	6.40	32.00	2 T	2 T	8	4—	40	4—	
New Bedford,	.70	—	—	2 T	2 T	8	4	44	12	
New Bedford (French),	.60	4.80	26.40	2 T	2 T	8	4	44	12	
Newburyport,	.50	4.00	22.00	1½ T	2 T	8	4	44	12	
North Adams,	.62½	5.00	27.50	1½ T	2 T	8	4	44	12	
North Adams (foremen),	.70	5.60	30.80	1½ T	2 T	8	4	44	12	
Northampton,	.50	4.00	22.00	1½ T	2 T	8	4	44	12	
Northampton (foremen),	.55	—	—	1½ T	2 T	8	4	44	12	
North Attleborough,	.50	4.00	22.00	1½ T	2 T	8	4	44	12	
Norwood,	.60	4.80	26.40	2 T	2 T	8	4	44	12	
Palmer,	.55	—	—	7—	2 T	8	4	44	12	
Pittsfield,	.62½	5.00	27.50	1½ T	2 T	8	4	44	12	
Plymouth,	.60	4.80	26.40	8—	2 T	8	4	44	12	
Quincy,	.70	5.60	28.00	2 T	2 T	8	4—	40	4—	
Quincy (foremen),	.76¾	6.10	30.50	2 T	2 T	8	4—	40	4—	
Reading,	.90	7.20	36.00	2 T	2 T	8	4	44	12	
Reading (foremen),	.60	4.80	26.40	2 T	2 T	8	4	44	12	
Revere,	.65	5.20	28.60	—	—	8	4	44	12	
Revere,	.75	—	—	2 T	2 T	8	4—	40	4—	
Rockland,	.65	5.20	28.60	2 T	2 T	8	4	44	12	

<sup>1</sup> Work 44 hours; paid for 48.

<sup>2</sup> Saturday afternoon, 1 to 5 P.M., 2 T.

<sup>3</sup> On Saturday afternoon and Labor Day, require a permit to work. On Labor Day, 3 T; on other holidays and Sundays, 2 T.

<sup>4</sup> Work five days a week; no work on Saturday.

<sup>5</sup> The rate for members doing aeroplane and ship work is 45 cents an hour, \$4.05 a day, \$22.50 a week, with 1½ T for overtime and 2 T for Sunday and holiday work.

<sup>6</sup> The men working on aeroplane and ship work, work 9 hours for five days of week, five hours on Saturday, 50 hours a week.

<sup>7</sup> Before 9 P.M., 1½ T; after 9 P.M., 2 T.

<sup>8</sup> Before 10 P.M., 1½ T; after 10 P.M., 2 T.

TABLE 2. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
Carpenters — Con.									
House Carpenters — Con.									
Salem (French),	\$0.70	\$5.60	\$30.80	2 T	3 T	8	4	44	12
Salem (French) (foremen),	.80	6.40	35.20	2 T	3 T	8	4	44	12
Scituate,	.60	4.80	26.40	2 T	2 T	8	4	44	12
Somerville,	.75	—	—	2 T	2 T	8	1—	40	1—
Southbridge,	.65	5.20	28.60	1½ T	2 T	8	4	44	12
Springfield,	.65	—	—	2 T	2 T	8	4	44	12
Stoneham,	.65	5.20	28.60	2 T	2—	8	4	44	12
Stoughton,	.56½	4.50	24.75	1½ T	2 T	8	4	44	12
Stoughton (foremen),	.62½	5.00	27.50	1½ T	2 T	8	4	44	12
Taunton,	.60	4.80	26.40	1½ T	2 T	8	4	44	12
Taunton (foremen),	.65 .70	— —	— —	1½ T	2 T	8	4	44	12
Wakefield,	.65	5.20	28.60	2 T	3 T	8	4	44	12
Walpole,	.60	4.80	26.40	2 T	2 T	8	4	44	12
Waltham,	.70	5.60	28.00	2 T	2 T	8	1—	40	1—
Waltham (foremen),	.80	6.40	32.00	2 T	2 T	8	1—	40	1—
Ware,	.55	4.40	24.20	1½ T	2 T	8	4	44	12
Ware (foremen),	.65	5.20	28.60	1½ T	2 T	8	4	44	12
Wenham,	.70	5.60	30.80	1½ T	2 T	8	4	44	12
Westborough,	.50	4.00	22.00	1½ T	2 T	8	4	44	12
Westborough (foremen),	.60	4.80	26.40	1½ T	2 T	8	4	44	12
Westfield,	.65	5.20	28.60	2 T	2 T	8	4	44	12
Whitman,	.60	—	—	4—	2 T	8	4	44	12
Williamstown,	.62½	5.00	27.50	1½ T	2 T	8	4	44	12
Winchester,	.65	5.20	28.60	5 2 T	2—	8	4	44	12
Winchester (foremen),	.70	5.60	30.80	5 2 T	2—	8	4	44	12
Winthrop,	.75	—	—	2 T	2 T	8	1—	40	1—
Woburn,	.65	—	—	1½ T	2—	8	4	44	12
Worcester,	.62½	—	—	7—	2 T	8	4	44	12
Stairbuilders.									
Boston,	.75	—	—	2 T	2 T	8	1—	40	1—
Wharf and Bridge Carpenters.									
Boston:									
Bridge, scow, or lighter work,	.65	—	—	2 T	2 T	8	4	44	12
Foremen,*	.81½	—	—	2 T	2 T	8	4	44	12
Land machine or pile driver work,	.65	—	—	2 T	2 T	8	4	44	12
Cement and Artificial Stone Workers.									
Finishers.									
Boston,	—	6.00	—	9—	2 T	8	4	44	12
Boston (foremen),	—	6.80	—	9—	2 T	8	4	44	12
Holyoke,	.75	6.00	33.00	2 T	2 T	8	4	44	12
Salem,	.75	6.00	33.00	2 T	2 T	8	4	44	12
Springfield,	.75	—	—	2 T	2 T	8	4	44	12
Finishers' Apprentices.									
Boston:									
First year,	.45	—	—	9—	2 T	8	4	44	12
Second year,	.50	—	—	9—	2 T	8	4	44	12
Third year,	.55	—	—	9—	2 T	8	4	44	12
Terrazzo Workers.									
Boston,	—	6.00	—	9—	2 T	8	4	44	12

<sup>1</sup> Work five days a week; no work on Saturday.<sup>2</sup> Labor Day, 3 T; on other holidays and Sundays, 2 T.<sup>3</sup> On Labor Day, 3 T.<sup>4</sup> On Saturday afternoon, 1½ T; other overtime, 2 T.<sup>5</sup> No work done on Saturday afternoon except in case of danger to life or property.<sup>6</sup> On Sept. 1, 1918, rate was increased to 65 cents an hour.<sup>7</sup> Before 9 P.M., 1½ T; after 9 P.M., 2 T.<sup>8</sup> All carfares in excess of 10 cents to be paid by employer.<sup>9</sup> 1½ T except on Saturday P.M., when 2 T is paid.

TABLE 2. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Electrical Workers (Inside-men).</b>									
<i>Apprentices (Year not specified).</i>									
Boston, . . . . .	\$0.42 <sup>1</sup> / <sub>2</sub>	-	-	2 T	2 T	8	4	44	12
<i>Apprentices, First Year.</i>									
Lynn, . . . . .	.25	-	-	2 T	2 T	8	4	44	12
New Bedford, . . . . .	-	-	\$9.00	2 T	2 T	8	4	44	12
<i>Apprentices, Second Year.</i>									
Haverhill, . . . . .	-	-	9.00	2 T	2 T	8	4	44	12
Lynn, . . . . .	.25	-	-	2 T	2 T	8	4	44	12
<i>Apprentices, Third Year.</i>									
Haverhill, . . . . .	-	-	13.50	2 T	2 T	8	4	44	12
Lynn, . . . . .	.40	-	-	2 T	2 T	8	4	44	12
<i>Apprentices, Fourth Year.</i>									
Haverhill, . . . . .	-	-	15.00	2 T	2 T	8	4	44	12
Lynn, . . . . .	.40	-	-	2 T	2 T	8	4	44	12
<i>Fixture Hangers.</i>									
Boston, . . . . .	1.65	-	-	2 T	2 T	8	4	44	12
Brockton, . . . . .	.65	-	-	2 <sup>2</sup> -	2 T	8	4	44	12
Hingham, . . . . .	.55	\$4.40	-	2 T	2 T	8	4	44	12
Holyoke, . . . . .	.50	-	-	3 <sup>3</sup> -	2 T	8	4	44	12
Lynn, . . . . .	.70	5.60	30.80	2 T	2 T	8	4	44	12
Springfield, . . . . .	.65	-	-	4 <sup>4</sup> -	2 T	8	4	44	12
<i>Wiremen.</i>									
Boston, . . . . .	.77 <sup>1</sup> / <sub>2</sub>	-	-	2 T	2 T	8	4	44	12
Brockton, . . . . .	.65	5.20	28.60	2 <sup>2</sup> -	2 T	8	4	44	12
Fall River, . . . . .	.60	4.80	26.40	2 T	2 T	8	4	44	12
Haverhill, . . . . .	.50	4.00	22.00	2 T	2 T	8	4	44	12
Hingham, . . . . .	.55	4.40	-	2 T	2 T	8	4	44	12
Holyoke, . . . . .	.50	-	-	3 <sup>3</sup> -	2 T	8	4	44	12
Lawrence, . . . . .	.70	-	-	5 <sup>5</sup> -	5 <sup>5</sup> -	8	4	44	12
Lowell, . . . . .	.50	4.00	22.00	7 <sup>7</sup> -	2 T	8	4	44	12
Lynn, . . . . .	.70	5.60	30.80	2 T	2 T	8	4	44	12
New Bedford, . . . . .	.60	4.80	26.40	2 T	2 T	8	4	44	12
Pittsfield, . . . . .	.50	-	-	8 <sup>8</sup> -	2 T	8	4	44	12
Springfield, . . . . .	.65	-	-	4 <sup>4</sup> -	2 T	8	4	44	12
Taunton, . . . . .	-	3.28	-	10 <sup>10</sup> -	1 <sup>1</sup> / <sub>2</sub> T	8	8	48	3
Worcester, . . . . .	.55	-	-	11 <sup>11</sup> -	2 T	8	4	44	12
<i>Wiremen's Helpers.</i>									
Boston:									
First year, . . . . .	.22 <sup>1</sup> / <sub>2</sub>	-	-	2 T	2 T	8	4	44	12
Second year, . . . . .	.30	-	-	2 T	2 T	8	4	44	12
Third year, . . . . .	.37 <sup>1</sup> / <sub>2</sub>	-	-	2 T	2 T	8	4	44	12
Brockton:									
First year, . . . . .	.35	-	-	2 <sup>2</sup> -	2 T	8	4	44	12
Second year, . . . . .	.40	-	-	2 <sup>2</sup> -	2 T	8	4	44	12
Third year, . . . . .	.45	-	-	2 <sup>2</sup> -	2 T	8	4	44	12
Fourth year, . . . . .	.65	-	-	2 <sup>2</sup> -	2 T	8	4	44	12

<sup>1</sup> August 1, 1918, rate was increased to 75 cents.<sup>2</sup> Between 5 P.M. and 10 P.M., 1<sup>1</sup>/<sub>2</sub> T; between 10 P.M. and 8 A.M., and on Saturday after 12 noon, 2 T.<sup>3</sup> Saturday afternoon, regular rate; other overtime, 1<sup>1</sup>/<sub>2</sub> T.<sup>4</sup> Before 9 P.M., 1<sup>1</sup>/<sub>2</sub> T; after 9 P.M. and on Saturday afternoon, 2 T.<sup>5</sup> Before 10 P.M., 1<sup>1</sup>/<sub>2</sub> T; after 10 P.M., 2 T.<sup>6</sup> Sundays, 1<sup>1</sup>/<sub>2</sub> T; holidays, 2 T.<sup>7</sup> Before midnight and on Saturday afternoon, 1<sup>1</sup>/<sub>2</sub> T; after midnight, 2 T.<sup>8</sup> Before 8 P.M., 1<sup>1</sup>/<sub>2</sub> T; after 8 P.M., 2 T.<sup>9</sup> On September 1, 1918, rate was increased to 70 cents per hour.<sup>10</sup> Saturday afternoon, 1<sup>1</sup>/<sub>2</sub> T; other overtime, 2 T.<sup>11</sup> Before 7 P.M., 1<sup>1</sup>/<sub>2</sub> T; after 7 P.M. and on Saturday afternoon, 2 T.

TABLE 2. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Electrical Workers (Inside-men) — Con.</b>									
Wiremen's Helpers — Con.									
Holyoke:									
After two years, . . . . .	\$0 30	—	—	1 —	2 T	8	4	44	12
Lynn:									
First two years, . . . . .	.25	—	—	2 T	2 T	8	4	44	12
After two years, . . . . .	.40	—	—	2 T	2 T	8	4	44	12
New Bedford:									
First year, . . . . .	.30	—	—	2 T	2 T	8	4	44	12
Second year, . . . . .	.35	—	—	2 T	2 T	8	4	44	12
Third year, . . . . .	.40	—	—	2 T	2 T	8	4	44	12
Pittsfield:									
Second year, . . . . .	.25	—	—	2 —	2 T	8	4	44	12
Third year, . . . . .	.30	—	—	2 —	2 T	8	4	44	12
Fourth year, . . . . .	.35	—	—	2 —	2 T	8	4	44	12
Springfield:									
First two years, . . . . .	.28½	—	—	3 —	2 T	8	4	44	12
After two years, . . . . .	.31	—	—	3 —	2 T	8	4	44	12
Taunton, . . . . .	—	\$2.00	—	4 —	2 T	8	8	48	3
Worcester, . . . . .	.28½	—	—	5 —	2 T	8	4	44	12
<b>Elevator Constructors.</b>									
Helpers.									
Boston, . . . . .	.50	—	—	2 T	2 T	8	4	44	12
Springfield, . . . . .	.44½	3 56	—	2 T	2 T	8	4	44	12
Worcester, . . . . .	—	3 56	—	—	—	8	4	44	12
Mechanics.									
Boston, . . . . .	.75	—	—	2 T	2 T	8	4	44	12
Springfield, . . . . .	.65½	5 25	—	2 T	2 T	8	4	44	12
Worcester, . . . . .	—	5 25	—	—	—	8	4	44	12
<b>Hoisting and Portable Engineers.</b>									
Boston:									
Hoisting and portable engineers, . . . . .	6 —	—	\$33.00	2 T	2 T	8	4	44	12
Hoisting and portable engineers (three shifts), . . . . .	—	—	42.00	2 T	2 T	8	8	56	—
Steam shovel engineers, . . . . .	—	—	40.00	2 T	2 T	8	4	44	12
Brockton:									
Hoisting and portable engineers, . . . . .	—	—	27.50	2 T	2 T	8	4	44	12
Steam shovel engineers, . . . . .	—	—	40.00	2 T	2 T	8	8	48	—
Lowell:									
Hoisting and portable engineers, . . . . .	—	—	33.00	2 T	2 T	8	4	44	12
Salem:									
Hoisting and portable engineers, . . . . .	7 —	—	33.00	2 T	2 T	8	4	44	12
Steam shovel engineers, . . . . .	—	—	40.00	2 T	2 T	8	4	44	12
Springfield:									
Hoisting and portable engineers, . . . . .	7 —	—	33.00	2 T	2 T	8	4	44	12
Hoisting and portable engineers (three shifts), . . . . .	—	—	42.00	—	—	8	8	56	—
Steam shovel engineers, . . . . .	—	—	40.00	2 T	2 T	8	4	44	12
Worcester:									
Hoisting and portable engineers, . . . . .	7 —	—	33.00	2 T	2 T	8	4	44	12

<sup>1</sup> Saturday afternoon, regular rate; other overtime, 1½ T.<sup>2</sup> Before 8 P.M., 1½ T; after 8 P.M., 2 T.<sup>3</sup> Before 9 P.M., 1½ T; after 9 P.M. and on Saturday afternoon, 2 T.<sup>4</sup> Saturday afternoon, 1½ T; other overtime, 2 T.<sup>5</sup> Before 7 P.M., 1½ T; after 7 P.M. and on Saturday afternoon, 2 T.<sup>6</sup> Broken time rate, 75 cents an hour.<sup>7</sup> Broken time rate, \$1 an hour.

TABLE 2. BUILDING TRADES—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Insulators and Asbestos Workers.</b>									
Boston:									
Asbestos workers, . . . . .	\$0.62½	—	—	2 T	2 T	8	4	44	12
Improvers, . . . . .	.37½	—	—	2 T	2 T	8	4	44	12
Holyoke:									
Insulators and asbestos workers, . . . . .	.62½	—	—	2 T	2 T	8	4	44	12
Insulators and asbestos workers (helpers), . . . .	—	\$3.00	—	2 T	2 T	8	4	44	12
Springfield:									
Insulators and asbestos workers, . . . . .	.62½	—	—	2 T	2 T	8	4	44	12
Insulators and asbestos workers (helpers), . . . .	—	3.00	—	2 T	2 T	8	4	44	12
<b>Iron Workers, Bridge and Structural.</b>									
Boston:									
Apprentices, . . . . .	.42	—	—	2 T	2 T	8	4	44	12
Foremen, . . . . .	.90	—	—	2 T	2 T	8	4	44	12
Helpers, . . . . .	.55	—	—	2 T	2 T	8	4	44	12
Housesmiths, . . . . .	.80	—	—	2 T	2 T	8	4	44	12
Worcester:									
Apprentices, . . . . .	.42	—	—	2 T	2 T	8	4	44	12
Foremen, . . . . .	.90	—	—	2 T	2 T	8	4	44	12
Helpers, . . . . .	.55	—	—	2 T	2 T	8	4	44	12
Housesmiths and bridge-men, . . . . .	.80	—	—	2 T	2 T	8	4	44	12
<b>Lathers, Wood, Wire, and Metal.</b>									
Boston, lathers, . . . . .	.75	6.00	—	2 T	2 T	8	1—	40	1—
Brockton, . . . . .	.65	5.20	—	2 T	2 T	8	4	44	12
Fall River, . . . . .	.60	4.80	—	—	—	8	4	44	12
Holyoke (wood lathers), . . .	.56¼	4.50	\$24.75	2 T	2 T	8	4	44	12
Lawrence, . . . . .	—	4.25	—	2—	2 T	8	4	44	12
Lowell (contractors), . . . .	—	5.00	—	1½ T	2 T	8	4	44	12
Lowell (journeymen), . . . .	—	4.50	—	1½ T	2 T	8	4	44	12
Lynn (first class), . . . . .	.65	5.20	26.00	1½ T	2 T	8	1—	40	1—
Lynn (second class), . . . .	.60	4.80	24.00	1½ T	2 T	8	1—	40	1—
Northampton, . . . . .	.50	—	—	1½ T	2 T	8	4	44	12
Quincy, . . . . .	.72½	5.80	31.90	—	2 T	8	4	44	12
Salem (metal and wire), . . .	—	5.50	—	2 T	2 T	8	4	44	12
Salem (foremen), . . . . .	—	5.75	—	2 T	2 T	8	4	44	12
Springfield (metal and wire), .	.62½	5.00	—	2 T	2 T	8	4	44	12
Springfield (wood), . . . . .	.60	4.80	—	2 T	2 T	8	4	44	12
Worcester, . . . . .	.62½	—	—	2 T	2 T	8	4	44	12
<b>Painters, Decorators, and Paperhangers.</b>									
<i>Apprentices.</i>									
Brockton:									
First year, . . . . .	—	—	9.00	2 T	6—	8	7—	40	7—
Second year, . . . . .	—	—	12.00	2 T	6—	8	7—	40	7—
Third year, . . . . .	—	—	15.00	2 T	6—	8	7—	40	7—

<sup>1</sup> Work five days a week; no work on Saturday.<sup>2</sup> Before 9 P.M., 1½ T; 2 T thereafter.<sup>3</sup> On September 1, 1918, rate was increased to \$6 a day.<sup>4</sup> On September 1, 1918, rate was increased to \$5.50 a day.<sup>5</sup> 1½ T except on Saturday afternoon, when 2 T is paid.<sup>6</sup> No work on Labor Day; on other holidays and Sundays, 2 T.<sup>7</sup> No work on Saturday; work 5 days a week.

TABLE 2. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Painters, Decorators, and Paperhangers — Con.</b>									
<i>Decorators.</i>									
Boston (Hyde Park), . . .	\$0.55	\$4.40	\$24.20	2 T	2 T	8	4	44	12
Brockton, . . .	.62½	—	25.00	2 T	1—	8	2—	40	2—
Chelsea, . . .	—	6.00	—	2 T	2 T	8	2—	40	2—
Chicopee, . . .	.60	4.80	26.40	1½ T	2 T	8	4	44	12
Concord, . . .	.50	4.00	22.00	1½ T	2 T	8	4	44	12
Dalton, . . .	.50	4.00	22.00	1½ T	2 T	8	4	44	12
Easton, . . .	.41	—	—	—	—	8	4	44	12
Fall River, . . .	.60	4.80	26.40	3—	2 T	8	4	44	12
Gardner, . . .	4.45½	43.64	420.02	1½ T	2 T	8	4	44	12
Gloucester, . . .	.60	4.80	26.40	5—	2 T	8	4	44	12
Great Barrington, . . .	.50	—	—	6—	2 T	8	4	44	12
Haverhill, . . .	.55	—	24.20	7—	2 T	8	4	44	12
Holyoke, . . .	.60	—	—	8—	2 T	8	4	44	12
Lenox, . . .	.50	4.00	22.00	1½ T	2 T	8	4	44	12
Lynn, . . .	.60	4.80	24.00	2 T	2 T	8	2—	40	2—
Malden, . . .	.80	6.40	32.00	2 T	2 T	8	2—	40	2—
Marlborough, . . .	4.45½	3.64	20.02	5—	2 T	8	4	44	12
Medford, . . .	.55	4.40	24.20	2 T	2 T	8	4	44	12
Newburyport, . . .	.50	4.00	22.00	9—	2 T	8	4	44	12
North Adams, . . .	.50	4.00	22.00	1½ T	2 T	8	4	44	12
Pittsfield, . . .	.55	4.40	24.20	1½ T	2 T	8	4	44	12
Springfield, . . .	.60	—	—	10—	1—	8	4	44	12
Taunton, . . .	.55	4.40	24.20	2 T	2 T	8	4	44	12
Westborough, . . .	—	3.75	—	1½ T	1—	8	8	48	—
Westfield, . . .	.60	4.80	26.40	1½ T	2 T	8	4	44	12
Worcester, . . .	.62½	—	—	11—	2 T	8	4	44	12
<i>Grainers.</i>									
Brockton, . . .	.80	6.40	30.00	1½ T	1—	8	2—	40	2—
Chicopee, . . .	.60	4.80	26.40	1½ T	2 T	8	4	44	12
Concord, . . .	.50	4.00	22.00	1½ T	2 T	8	4	44	12
Dalton, . . .	.50	4.00	22.00	1½ T	2 T	8	4	44	12
Fall River, . . .	.60	4.80	26.40	3—	2 T	8	4	44	12
Gloucester, . . .	.60	4.80	26.40	5—	2 T	8	4	44	12
Great Barrington, . . .	.50	—	—	6—	2 T	8	4	44	12
Holyoke, . . .	.60	—	—	8—	2 T	8	4	44	12
Lenox, . . .	.50	4.00	22.00	1½ T	2 T	8	4	44	12
Lynn, . . .	.60	4.80	24.00	2 T	2 T	8	2—	40	2—
Malden, . . .	.55	4.40	22.00	2 T	2 T	8	2—	40	2—
Newburyport, . . .	.50	4.00	22.00	9—	2 T	8	4	44	12
Pittsfield, . . .	.55	4.40	24.20	1½ T	2 T	8	4	44	12
Taunton, . . .	.55	4.40	24.20	2 T	2 T	8	4	44	12
Westborough, . . .	—	3.75	—	1½ T	1—	8	8	48	—
Westfield, . . .	.60	4.80	26.40	1½ T	2 T	8	4	44	12
<i>Hardwood Finishers.</i>									
Boston, . . .	.45	—	—	2 T	2 T	8½	4½	48	12
Brockton, . . .	.62½	—	25.00	2 T	1—	8	2—	40	2—
Chicopee, . . .	.60	4.80	26.40	1½ T	2 T	8	4	44	12
Concord, . . .	.50	4.00	22.00	1½ T	2 T	8	4	44	12

1 No work on Labor Day; on other holidays and Sundays, 2 T.

2 No work on Saturday; work 5 days a week.

3 Before 10 P.M., 1½ T; after 10 P.M., 2 T.

4 On September 7, 1918, rate was increased to 50 cents an hour, \$4 per day, and \$22 per week.

5 Before midnight, 1½ T; after midnight, 2 T.

6 No work on Saturday afternoon; other overtime, 2 T.

7 Saturday afternoon, 2 T; other overtime, 1½ T.

8 Before midnight, 1½ T; after midnight, 2 T. No work on Saturday between 12 noon and 6 P.M.

9 Before 7.30 P.M., 1½ T; after 7.30 P.M. 2 T.

10 No work between 6 A.M. and 8 A.M., nor on Saturday afternoon between 12 noon and 5 P.M.; other overtime, 1½ T before midnight; after midnight, 2 T.

11 Before 9 P.M., 1½ T; after 9 P.M., 2 T.

TABLE 2. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Work- ing Days	Sund- days and Holi- days	Mon- day to Fri- day	Sat- urday		
<b>Painters, Decorators, and Paperhangers — Con.</b>									
<i>Hardwood Finishers — Con.</i>									
Dalton, . . . . .	\$0.50	\$4.00	\$22.00	1½ T	2 T	8	4	44	12
Fall River, . . . . .	.60	4.80	26.40	1	2 T	8	4	44	12
Gardner, . . . . .	2.45½	23.64	220.02	1½ T	2 T	8	4	44	12
Gloucester, . . . . .	.60	4.80	26.40	3	2 T	8	4	44	12
Great Barrington, . . . . .	.50	—	—	4	2 T	8	4	44	12
Haverhill, . . . . .	.55	—	24.20	5	2 T	8	4	44	12
Lenox, . . . . .	.50	4.00	22.00	1½ T	2 T	8	4	44	12
Lynn, . . . . .	.60	4.80	24.00	2 T	2 T	8	6	40	6
Malden, . . . . .	.55	4.40	22.00	2 T	2 T	8	6	40	6
<i>Painters.</i>									
Amherst, . . . . .	.50	4.00	22.00	1½ T	2 T	8	4	44	12
Beverly, . . . . .	.55	4.40	24.20	1½ T	2 T	8	4	44	12
Boston, . . . . .	.75	—	—	2 T	2 T	8	4	44	12
Boston (glaziers), . . . . .	—	—	21.00	2 T	2 T	8	4	44	12
Boston (Hyde Park), . . . . .	.55	4.40	24.20	2 T	2 T	8	4	44	12
Brockton, . . . . .	.62½	—	25.00	1½ T	7	8	6	40	6
Brookline, . . . . .	.75	—	—	2 T	2 T	8	6	40	6
Chelsea, . . . . .	—	5.00	—	2 T	2 T	8	6	40	6
Chicopee, . . . . .	.60	4.80	26.40	1½ T	2 T	8	4	44	12
Clinton, . . . . .	.50	4.00	22.00	1½ T	2 T	8	4	44	12
Concord, . . . . .	.50	4.00	22.00	1½ T	2 T	8	4	44	12
Dalton, . . . . .	.50	4.00	22.00	1½ T	2 T	8	4	44	12
Easton, . . . . .	.41	—	—	—	—	8	4	44	12
Fall River, . . . . .	.55	4.40	24.20	1	2 T	8	4	44	12
Fitchburg, . . . . .	.50	—	—	1½ T	2 T	8	4	44	12
Framingham, . . . . .	.60	4.80	26.40	2 T	2 T	8	4	44	12
Gardner, . . . . .	2.45½	23.64	220.02	1½ T	2 T	8	4	44	12
Gloucester, . . . . .	.60	4.80	26.40	3	2 T	8	4	44	12
Great Barrington, . . . . .	.50	—	—	4	2 T	8	4	44	12
Greenfield, . . . . .	.55	4.40	24.20	1½ T	2 T	8	4	44	12
Haverhill, . . . . .	.55	—	24.20	5	2 T	8	4	44	12
Haverhill (glaziers), . . . . .	.55	—	24.20	5	2 T	8	4	44	12
Holyoke, . . . . .	.60	—	—	3	2 T	8	4	44	12
Lawrence, . . . . .	.60	—	—	3	2 T	8	4	44	12
Lenox, . . . . .	.50	4.00	22.00	1½ T	2 T	8	4	44	12
Lowell, . . . . .	.55	—	—	1½ T	2 T	8	4	44	12
Lynn, . . . . .	.60	4.80	24.00	2 T	2 T	8	6	40	6
Lynn (glaziers), . . . . .	.60	—	—	2 T	2 T	8	6	40	6
Malden, . . . . .	.55	4.40	22.00	2 T	2 T	8	6	40	6
Manchester, . . . . .	.55	4.40	24.20	—	—	8	4	44	12
Marlborough, . . . . .	.45½	3.64	20.02	3	2 T	8	4	44	12
Medford, . . . . .	.50	4.00	22.00	2 T	2 T	8	4	44	12
Melrose, . . . . .	.50	4.00	22.00	1½ T	—	8	4	44	12
Milford, . . . . .	.50	4.00	22.00	1½ T	2 T	8	4	44	12
Natick, . . . . .	.60	4.80	26.40	2 T	2 T	8	4	44	12
New Bedford, . . . . .	.50	4.00	22.00	4	7	8	4	44	12
Newburyport, . . . . .	.50	4.00	22.00	9	2 T	8	4	44	12
Newton, . . . . .	.57½	4.60	23.00	2 T	7	8	6	40	6
Northampton, . . . . .	.55	4.40	24.20	1½ T	2 T	8	4	44	12
Norwood, . . . . .	.55	—	—	2 T	2 T	8	4	44	12
Palmer, . . . . .	.55	—	—	3	2 T	8	4	44	12
Pittsfield, . . . . .	.55	4.40	24.20	1½ T	2 T	8	4	44	12
Quincy, . . . . .	.60	4.80	26.40	2 T	2 T	8	4	44	12

<sup>1</sup> Before 10 P.M., 1½ T; after 10 P.M., 2 T.<sup>2</sup> On September 7, 1918, rate was increased to 50 cents an hour, \$4 per day, and \$22 per week.<sup>3</sup> Before midnight, 1½ T; after midnight, 2 T.<sup>4</sup> No work on Saturday afternoon; other overtime, 2 T.<sup>5</sup> Saturday afternoon, 2 T; other overtime, 1½ T.<sup>6</sup> No work on Saturday; work 5 days a week.<sup>7</sup> No work on Labor Day; on other holidays and Sundays, 2 T.<sup>8</sup> Before midnight, 1½ T; after midnight, 2 T. No work on Saturday between 12 noon and 6 P.M.<sup>9</sup> Before 7.30 P.M., 1½ T; after 7.30 P.M., 2 T.

TABLE 2. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sun-days and Holi-days	Mon-day to Fri-day	Sat-urday		
<b>Painters, Decorators, and Paperhangers — Con.</b>									
<i>Painters — Con.</i>									
Rockland, . . . . .	\$0.50	\$4.00	\$22.00	1 —	2 —	8	4	44	12
Salem, . . . . .	.55	—	—	2 T	2 T	8	4	44	12
Somerville, . . . . .	<sup>3</sup> .62½	<sup>3</sup> 5.00	<sup>3</sup> 25.00	2 T	2 T	8	4 —	40	4 —
Springfield, . . . . .	.60	—	—	5 —	2 —	8	4	44	12
Taunton, . . . . .	.50	4.00	22.00	2 T	2 T	8	4	44	12
Waltham, . . . . .	.57½	4.60	23.00	2 T	2 T	8	4 —	40	4 —
Westborough, . . . . .	—	3.75	—	1½ T	2 —	8	8	48	—
Westfield, . . . . .	.60	4.80	26.40	1½ T	2 T	8	4	44	12
Williamstown, . . . . .	—	3.56	—	1½ T	2 T	8	4	44	12
Winchester, . . . . .	.50	—	—	1½ T	2 T	8	4	44	12
Winthrop, . . . . .	.56 <sup>9</sup> ½	<sup>4</sup> 5.54 <sup>9</sup> ½	25.00	2 T	2 T	8	4	44	12
Worcester, . . . . .	.62½	—	—	6 —	2 T	8	4	44	12
<i>Paperhangers.</i>									
Amherst, . . . . .	.50	4.00	22.00	1½ T	2 T	8	4	44	12
Boston, . . . . .	.80	—	—	2 T	2 T	8	4 —	40	4 —
Brockton, . . . . .	.75	—	30.00	2 T	2 —	8	4 —	40	4 —
Chicopee, . . . . .	.60	4.80	26.40	1½ T	2 T	8	4	44	12
Concord, . . . . .	.50	4.00	22.00	1½ T	2 T	8	4	44	12
Dalton, . . . . .	.50	4.00	22.00	1½ T	2 T	8	4	44	12
Easton, . . . . .	.41	—	—	—	—	8	4	44	12
Fall River, . . . . .	.60	4.80	26.40	7 —	2 T	8	4	44	12
Gardner, . . . . .	<sup>8</sup> .45½	<sup>8</sup> 3.64	<sup>8</sup> 20.02	1½ T	2 T	8	4	44	12
Gloucester, . . . . .	.60	4.80	26.40	9 —	2 T	8	4	44	12
Great Barrington, . . . . .	.50	—	—	1 —	2 T	8	4	44	12
Greenfield, . . . . .	.55	4.40	24.20	1½ T	2 T	8	4	44	12
Holyoke, . . . . .	.60	—	—	10 —	2 T	8	4	44	12
Lawrence, . . . . .	.62½	—	—	9 —	2 T	8	4	44	12
Lenox, . . . . .	.50	4.00	22.00	1½ T	2 T	8	4	44	12
Lowell, . . . . .	.55	—	—	1½ T	2 T	8	4	44	12
Manchester, . . . . .	.55	4.40	24.20	—	—	8	4	44	12
Milford, . . . . .	.50	4.00	22.00	1½ T	2 T	8	4	44	12
Newburyport, . . . . .	.50	4.00	22.00	11 —	2 T	8	4	44	12
Norwood, . . . . .	.55	—	—	2 T	2 T	8	4	44	12
Pittsfield, . . . . .	.55	4.40	24.20	1½ T	2 T	8	4	44	12
Rockland, . . . . .	.56¼	4.50	24.75	1 —	2 —	8	4	44	12
Taunton, . . . . .	.55	4.40	24.20	2 T	2 T	8	4	44	12
Westborough, . . . . .	—	3.75	—	1½ T	2 —	8	8	48	—
Westfield, . . . . .	.60	4.80	26.40	1½ T	2 T	8	4	44	12
Worcester, . . . . .	.62½	—	—	6 —	6 —	8	4	44	12
<i>Sign Writers.</i>									
Boston:									
Advertising work, . . . . .	—	6.00	—	1 —	2 —	8	4	44	12
Commercial work, . . . . .	—	5.50	—	1 —	2 —	8	4	44	12
Helpers, . . . . .	—	4.00	—	1 —	2 —	8	4	44	12
Pictorial painters, . . . . .	—	7.00	—	1 —	2 —	8	4	44	12
Chelsea, . . . . .	—	6.50	—	2 T	2 T	8	4 —	40	4 —

1 No work on Saturday afternoon; other overtime, 2 T.

2 No work on Labor Day; on other holidays and Sundays, 2 T.

3 Rates and hours effective on September 1, 1918.

4 No work on Saturday; work 5 days a week.

5 No work between 6 A.M. and 8 A.M., nor on Saturday afternoon between 12 noon and 5 P.M.; other overtime, 1½ T before midnight; after midnight, 2 T.

6 Before 9 P.M., 1½ T; after 9 P.M., 2 T.

7 Before 10 P.M., 1½ T; after 10 P.M., 2 T.

8 On September 7, 1918, rate was increased to 50 cents an hour, \$4 per day, and \$22 per week.

9 Before midnight, 1½ T; after midnight, 2 T.

10 Before midnight, 1½ T; after midnight, 2 T. No work on Saturday between 12 noon and 6 P.M.

11 Before 7.30 P.M., 1½ T; after 7.30 P.M., 2 T.



TABLE 2. BUILDING TRADES—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Painters, Decorators, and Paperhangers — Con.</b>									
<i>Sign Writers — Con.</i>									
Chicopee, . . . . .	\$0.65	\$5.20	\$28.60	1½ T	2 T	8	4	44	12
Fall River, . . . . .	.60	4.80	26.40	1—	2 T	8	4	44	12
Gloucester, . . . . .	.60	4.80	26.40	2—	2 T	8	4	44	12
Holyoke, . . . . .	.60	—	—	3—	2 T	8	4	44	12
Lenox, . . . . .	.50	4.00	22.00	1½ T	2 T	8	4	44	12
Lynn, . . . . .	.60	4.80	24.00	2 T	2 T	8	4	40	4—
Springfield, . . . . .	.60	—	—	5—	6—	8	4	44	12
Worcester, . . . . .	.62½	—	—	7—	2 T	8	4	44	12
<b>Plumbers and Pipe Fitters.</b>									
<i>Gas Fitters.</i>									
Boston, . . . . .	—	5.60	—	2 T	2 T	8	4	44	12
Brockton, . . . . .	—	5.00	—	2 T	2 T	8	4	44	12
Gloucester, . . . . .	.65	5.20	28.60	2 T	2 T	8	4	44	12
Haverhill, . . . . .	.65	—	—	8—	2 T	8	4	44	12
Holyoke, . . . . .	.60	4.80	26.40	2 T	2 T	8	4	44	12
Lowell, . . . . .	.75	—	—	2 T	2 T	8	4	44	12
Lynn, . . . . .	.75	6.00	33.00	2 T	2 T	8	4	44	12
Milford, . . . . .	.55	4.40	24.20	9—	2 T	8	4	44	12
North Adams, . . . . .	—	4.00	—	2—	2 T	8	8	48	—
Northampton, <sup>10</sup> . . . . .	.60	4.80	26.40	11—	2 T	8	4	44	12
Pittsfield, . . . . .	—	—	21.00	7—	2 T	8	4	44	12
Quincy, . . . . .	—	5.50	—	2 T	2 T	8	4	44	12
Southbridge, . . . . .	.60	4.80	26.40	2 T	2 T	8	4	44	12
Wakefield, . . . . .	.62½	5.00	27.50	2 T	2 T	8	4	44	12
Worcester, . . . . .	—	—	22.00	2 T	2 T	8	4	44	12
<i>Gas Fitters' Helpers.</i>									
Brockton, . . . . .	—	3.00	—	2 T	2 T	8	4	44	12
Lynn, . . . . .	—	3.50	—	2 T	2 T	8	4	44	12
<i>Plumbers.</i>									
Boston, . . . . .	.75	6.00	—	12—	2 T	8	4	44	12
Brockton, . . . . .	.72½	5.80	31.90	2 T	2 T	8	4	44	12
Fall River, . . . . .	.67½	5.40	29.70	2 T	2 T	8	4	44	12
Fitchburg, . . . . .	.62½	5.00	27.50	2 T	2 T	8	4	44	12
Gloucester, . . . . .	.65	5.20	28.60	2 T	2 T	8	4	44	12
Greenfield, . . . . .	—	5.00	—	1½ T	2 T	8	8	48	—
Haverhill, . . . . .	.65	—	—	8—	2 T	8	4	44	12
Holyoke, . . . . .	.60	4.80	26.40	2 T	2 T	8	4	44	12
Lawrence, . . . . .	—	5.60	30.80	2 T	2 T	8	4	44	12
Lenox, . . . . .	—	4.50	—	1½ T	2 T	8	4	44	12
Lowell, . . . . .	.75	6.00	33.00	2 T	2 T	8	4	44	12
Lynn, . . . . .	.75	6.00	33.00	2 T	2 T	8	4	44	12
Malden, . . . . .	—	5.00	27.50	2 T	2 T	8	4	44	12
Milford, . . . . .	.55	4.40	24.20	9—	2 T	8	4	44	12

<sup>1</sup> Before 10 P.M., 1½ T; after 10 P.M., 2 T.<sup>2</sup> Before midnight, 1½ T; after midnight, 2 T.<sup>3</sup> Before midnight, 1½ T; after midnight, 2 T. No work on Saturday between 12 noon and 6 P.M.<sup>4</sup> No work on Saturday; work 5 days a week.<sup>5</sup> No work between 6 A.M. and 8 A.M., nor on Saturday between 12 noon and 5 P.M.; other overtime, 1½ T before midnight; after midnight, 2 T.<sup>6</sup> No work on Labor Day; on other holidays and Sundays, 2 T.<sup>7</sup> Before 9 P.M., 1½ T; after 9 P.M., 2 T.<sup>8</sup> For first hour and a half, 1½ T; 2 T thereafter.<sup>9</sup> Before midnight, 1½ T; after midnight and on Saturday afternoon, 2 T.<sup>10</sup> Same rates apply in Amherst and Easthampton.<sup>11</sup> For work between 7 and 8 A.M. and 5 and 6 P.M., regular rate; other overtime, 1½ T.<sup>12</sup> 2 T except on Saturday afternoon when regular rate is paid for emergency work.

TABLE 2. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holi-days	Mon-day to Fri-day	Sat-urday		
<b>Plumbers and Pipe Fitters</b>									
— Con.									
<i>Plumbers — Con.</i>									
Natick, . . . . .	\$0.62 <sup>1</sup> / <sub>2</sub>	\$5.00	\$27.50	2 T	2 T	8	4	44	12
New Bedford, . . . . .	.62 <sup>1</sup> / <sub>2</sub>	—	—	1 —	2 T	8	4	44	12
Newton, . . . . .	.75	6.00	33.00	2 T	2 T	8	4	44	12
North Adams, . . . . .	—	4.00	—	2 —	2 T	8	8	48	—
Northampton, <sup>3</sup> . . . . .	.60	4.80	26.40	4 —	2 T	8	4	44	12
Pittsfield, . . . . .	—	—	21.00	1 —	2 T	8	4	44	12
Quincy, . . . . .	—	5.50	—	2 T	2 T	8	4	44	12
Salem, . . . . .	.67 <sup>1</sup> / <sub>2</sub>	—	—	5 —	2 T	8	4	44	12
Southbridge, . . . . .	.60	4.80	26.40	2 T	2 T	8	4	44	12
Springfield, . . . . .	—	—	30.00	2 T	2 T	8	4	44	12
Taunton, . . . . .	.55	4.40	24.20	2 T	2 T	8	4	44	12
Wakefield, . . . . .	.62 <sup>1</sup> / <sub>2</sub>	5.00	27.50	2 T	2 T	8	4	44	12
Waltham, . . . . .	.65 <sup>3</sup> / <sub>8</sub>	5.25	28.88	2 T	<sup>6</sup> / <sub>2</sub> T	8	4	44	12
Westfield, . . . . .	—	—	27.50	1 <sup>1</sup> / <sub>2</sub> T	2 T	8	4	44	12
Woburn, . . . . .	.68 <sup>3</sup> / <sub>4</sub>	5.50	30.25	2 T	2 T	8	4	44	12
Worcester, . . . . .	—	5.25	28.88	2 T	2 T	8	4	44	12
<i>Plumbers' Apprentices.</i>									
Brockton: . . . . .	—	—	7.50	2 T	2 T	8	4	44	12
First year, . . . . .	—	—	9.00	2 T	2 T	8	4	44	12
Second year, . . . . .	—	—	12.00	2 T	2 T	8	4	44	12
Third year, . . . . .	—	—	—	2 T	2 T	8	4	44	12
Holyoke (fourth year), . . . . .	—	3.80	—	2 T	2 T	8	4	44	12
Lynn, . . . . .	.56 <sup>1</sup> / <sub>4</sub>	4.50	24.75	2 T	2 T	8	4	44	12
Waltham: . . . . .	—	—	—	2 T	<sup>6</sup> / <sub>2</sub> T	8	4	44	12
First year, . . . . .	—	1.00	—	2 T	<sup>6</sup> / <sub>2</sub> T	8	4	44	12
Second year, . . . . .	—	1.25	—	2 T	<sup>6</sup> / <sub>2</sub> T	8	4	44	12
Third year, . . . . .	—	—	9.00	2 T	<sup>6</sup> / <sub>2</sub> T	8	4	44	12
<i>Plumbers, Junior.</i>									
Brockton, . . . . .	.66 <sup>1</sup> / <sub>4</sub>	5.39	29.15	2 T	2 T	8	4	44	12
Haverhill (second year), . . . . .	—	—	21.00	7 —	2 T	8	4	44	12
Holyoke, . . . . .	—	3.80	—	2 T	2 T	8	4	44	12
Lawrence, . . . . .	—	—	24.00	2 T	2 T	8	4	44	12
Lowell, . . . . .	.43 <sup>3</sup> / <sub>4</sub>	3.50	19.25	2 T	2 T	8	4	44	12
Lynn, . . . . .	.62 <sup>1</sup> / <sub>2</sub>	5.00	27.50	2 T	2 T	8	4	44	12
New Bedford, . . . . .	—	3.50	—	1 —	2 T	8	4	44	12
Newton: . . . . .	—	—	—	—	—	—	—	—	—
First year, . . . . .	.52 <sup>1</sup> / <sub>2</sub>	4.20	23.10	2 T	2 T	8	4	44	12
Second year, . . . . .	.65	5.20	28.60	2 T	2 T	8	4	44	12
Third year, . . . . .	.75	6.00	33.00	2 T	2 T	8	4	44	12
Wakefield, . . . . .	.56 <sup>1</sup> / <sub>4</sub>	4.50	24.75	2 T	2 T	8	4	44	12
Waltham: . . . . .	—	—	—	—	—	—	—	—	—
First year, . . . . .	—	4.00	—	2 T	<sup>6</sup> / <sub>2</sub> T	8	4	44	12
Second year, . . . . .	—	5.00	—	2 T	<sup>6</sup> / <sub>2</sub> T	8	4	44	12
Third year, . . . . .	—	5.25	—	2 T	<sup>6</sup> / <sub>2</sub> T	8	4	44	12
<i>Sprinkler Fitters.</i>									
Boston, . . . . .	.68 <sup>3</sup> / <sub>4</sub>	5.50	30.25	2 T	2 T	8	4	44	12
Brockton, . . . . .	—	5.00	—	2 T	2 T	8	4	44	12
Brockton (helpers), . . . . .	—	3.00	—	2 T	2 T	8	4	44	12
<i>Steam Fitters.</i>									
Boston, . . . . .	—	6.00	—	2 T	2 T	8	4	44	12
Brockton, . . . . .	—	5.00	—	2 T	2 T	8	4	44	12
Fall River, . . . . .	.60	4.80	26.40	2 T	2 T	8	4	44	12
Fitchburg, . . . . .	.62 <sup>1</sup> / <sub>2</sub>	5.00	27.50	2 T	2 T	8	4	44	12

<sup>1</sup> Before 9 P.M., 1<sup>1</sup>/<sub>2</sub> T; after 9 P.M., 2 T.<sup>2</sup> Before midnight, 1<sup>1</sup>/<sub>2</sub> T; after midnight, 2 T.<sup>3</sup> Same rates apply in Amherst and Easthampton.<sup>4</sup> For work between 7 and 8 A.M. and 5 and 6 P.M., regular rate; other overtime, 1<sup>1</sup>/<sub>2</sub> T.<sup>5</sup> After 6 P.M. and on Saturday afternoon from 12 to 6 P.M., 2 T; other overtime, 1<sup>1</sup>/<sub>2</sub> T.<sup>6</sup> No work on Labor Day.<sup>7</sup> For first hour and a half, 1<sup>1</sup>/<sub>2</sub> T; 2 T thereafter.

TABLE 2. BUILDING TRADES—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Plumbers and Pipe Fitters — Con.</b>									
<i>Steam Fitters — Con.</i>									
Gloucester, . . . . .	\$0 65	\$5 20	\$28.60	2 T	2 T	8	4	44	12
Greenfield, . . . . .	—	5.00	—	1½ T	2 T	8	8	48	—
Haverhill, . . . . .	.65	—	—	1—	2 T	8	4	44	12
Haverhill:									
Apprentices (after six months), . . . . .	—	—	18 00	1—	2 T	8	4	44	12
Holyoke, . . . . .	.64	—	28 16	2 T	2 T	8	4	44	12
Lawrence, . . . . .	—	5.60	30.80	2 T	2 T	8	4	44	12
Lowell, . . . . .	.75	—	—	2 T	2 T	8	4	44	12
Lynn, . . . . .	.75	6.00	33 00	2 T	2 T	8	4	44	12
Milford, . . . . .	.55	4.40	24 20	2—	2 T	8	4	44	12
New Bedford, . . . . .	.68¾	5.50	30.25	2 T	2 T	8	4	44	12
North Adams, . . . . .	—	4.00	—	3—	2 T	8	8	48	—
Northampton, 4 . . . . .	.60	4.80	26.40	5—	2 T	8	4	44	12
Pittsfield, . . . . .	—	—	21.00	6—	2 T	8	4	44	12
Quincy, . . . . .	—	5.50	—	2 T	2 T	8	4	44	12
Springfield, . . . . .	—	—	28 00	2 T	2 T	8	4	44	12
Taunton, . . . . .	.55	4.40	24.20	2 T	2 T	8	4	44	12
Wakefield, . . . . .	.62½	5.00	27.50	2 T	2 T	8	4	44	12
Waltham, . . . . .	.65½	5.25	28.88	2 T	2 T	8	4	44	12
Woburn, . . . . .	.68¾	5.50	30 25	2 T	2 T	8	4	44	12
Worcester, . . . . .	—	—	24.50	2 T	2 T	8	4	44	12
<i>Steam Fitters' Helpers.</i>									
Boston, . . . . .	—	3.76	—	2 T	2 T	8	4	44	12
Brockton, . . . . .	—	3.00	—	2 T	2 T	8	4	44	12
Fall River (first year), . . . . .	.30	2.40	13.20	2 T	2 T	8	4	44	12
Fall River (second year), . . . . .	.33¾	2.70	14.85	2 T	2 T	8	4	44	12
Holyoke (first six months), . . . . .	.37½	—	16.50	2 T	2 T	8	4	44	12
Holyoke (after six months), . . . . .	.41	—	18.04	2 T	2 T	8	4	44	12
Lawrence, . . . . .	—	—	18.00	2 T	2 T	8	4	44	12
Lynn, . . . . .	—	3.50	—	2 T	2 T	8	4	44	12
Malden, . . . . .	—	2.50	13.75	2 T	2 T	8	4	44	12
New Bedford (first year), . . . . .	.31¼	2.50	13.75	2 T	2 T	8	4	44	12
New Bedford (after first year), . . . . .	.37½	3.00	16.50	2 T	2 T	8	4	44	12
Springfield, . . . . .	—	—	15.00	2 T	2 T	8	4	44	12
Taunton, . . . . .	.30	2.40	13.20	2 T	2 T	8	4	44	12
Waltham:									
First year, . . . . .	—	1.50	—	2 T	2 T	8	4	44	12
Second year, . . . . .	—	1.75	—	2 T	2 T	8	4	44	12
Third year, . . . . .	—	2.00	—	2 T	2 T	8	4	44	12
Worcester, . . . . .	—	—	15.00	2 T	2 T	8	4	44	12
<i>Steam Fitters, Junior.</i>									
Holyoke, . . . . .	.55	—	24 20	2 T	2 T	8	4	44	12
Lawrence (fourth year), . . . . .	—	—	24.00	2 T	2 T	8	4	44	12
Wakefield, . . . . .	.62½	5.00	27.50	2 T	2 T	8	4	44	12
Waltham:									
First year, . . . . .	—	4.00	—	2 T	2 T	8	4	44	12
Second year, . . . . .	—	5.00	—	2 T	2 T	8	4	44	12
Third year, . . . . .	—	5.25	—	2 T	2 T	8	4	44	12

1 For first hour and a half, 1½ T; 2 T thereafter.

2 Before midnight, 1½ T; after midnight and on Saturday afternoon, 2 T.

3 Before midnight, 1½ T; after midnight, 2 T.

4 Same rates apply in Amherst and Easthampton.

5 For work between 7 and 8 A.M. and 5 and 6 P.M., regular rate; other overtime, 1½ T.

6 Before 9 P.M., 1½ T; after 9 P.M., 2 T.

7 No work on Labor Day.

8 No work on Labor Day; other holidays and Sundays, 2 T.

TABLE 2. BUILDING TRADES — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Work-ing Days	Sun-days and Holi-days	Mon-day to Fri-day	Sat-urday		
Roofers.									
Boston:									
Foremen, . . . . .	—	\$5.25	—	2 T	2 T	8	4	44	12
Journeymen, <sup>1</sup> . . . . .	\$0.60	4.80	—	2 T	2 T	8	4	44	12
Roofers' helpers, . . . . .	—	3.50	—	2 T	2 T	8	4	44	12
Brockton, . . . . .	.62	4.96	\$27.28	2 T	2 T	8	4	44	12
Lawrence, . . . . .	.62	—	—	1½ T	2 T	8	4	44	12
Lynn, . . . . .	.68¾	5.50	30.25	1½ T	2 T	8	4	44	12
Marlborough, . . . . .	2.55	4.40	26.40	2 T	2 T	8	8	48	4
Springfield, . . . . .	.70	5.60	30.80	1½ T	2 T	8	4	44	12
Helpers.									
Lawrence:									
First year, . . . . .	.42	—	—	1½ T	2 T	8	4	44	12
Second year, . . . . .	.45	—	—	1½ T	2 T	8	4	44	12
Third year, . . . . .	.52	—	—	1½ T	2 T	8	4	44	12
Sheet Metal Workers.									
Boston, . . . . .	.70	—	—	2 T	2 T	8	4	44	12
Brockton, . . . . .	.62½	5.00	27.50	2 T	2 T	8	4	44	12
Fall River, . . . . .	.62½	5.00	27.50	2 T	2 T	8	4	44	12
Fitchburg, . . . . .	.57½	4.60	25.30	3 —	2 T	8	4	44	12
Greenfield, . . . . .	—	5.00	—	1½ T	2 T	8	8	48	—
Holyoke, . . . . .	.65	—	—	2 T	2 T	8	4	44	12
Lynn, <sup>4</sup> . . . . .	.68¾	5.50	30.25	5 —	2 T	8	4	44	12
Lynn (apprentices):									
Fourth year, . . . . .	.45	3.60	19.80	5 —	2 T	8	4	44	12
Fifth year, . . . . .	.50	4.00	22.00	5 —	2 T	8	4	44	12
Malden, . . . . .	.56½	4.50	27.00	6 —	2 T	8	8	48	8
Marlborough, <sup>7</sup> . . . . .	2.55	4.40	26.40	2 T	2 T	8	8	48	4
New Bedford, . . . . .	.75	—	—	8 —	2 T	8	4	44	12
New Bedford (apprentices), . . . . .	—	—	9.00	8 —	2 T	8	4	44	12
New Bedford (helpers), . . . . .	—	2.50	—	8 —	2 T	8	4	44	12
Salem, . . . . .	.55	4.40	24.20	9 —	2 T	8	4	44	12
Springfield, . . . . .	10.62½	5.00	10 27.50	2 T	2 T	8	4	44	12
Worcester, . . . . .	.52½	—	—	11 —	2 T	8	4	44	12
Tile Layers and Helpers.									
Boston:									
Tile layers and setters, . . . . .	—	6.00	—	2 T	2 T	8	12 —	40	12 —
Tile layers' helpers, . . . . .	—	3.50	—	2 T	2 T	8	12 —	40	12 —
Tinsmiths.									
Wakefield, . . . . .	.62½	5.00	27.50	2 T	2 T	8	4	44	12

<sup>1</sup> Includes kettle tenders, men who lay paper, mop, ladle, and gravel.<sup>2</sup> On September 16, 1918, increased to 65 cents.<sup>3</sup> 1½ T in shop; 2 T outside.<sup>4</sup> On September 1, 1918, rate was increased to \$6 a day and all overtime, 2 T.<sup>5</sup> Before 9 P.M., 1½ T; after 9 P.M., 2 T.<sup>6</sup> Before midnight, 1½ T; after midnight, 2 T.<sup>7</sup> Includes furnace workers and general jobbers.<sup>8</sup> Before 9 P.M. and on Saturday afternoon until 5 P.M., 1½ T; other overtime, 2 T.<sup>9</sup> Before 10 P.M., 1½ T; after 10 P.M., 2 T.<sup>10</sup> On September 1, 1918, rate was increased to 65 cents an hour, \$28.60 a week.<sup>11</sup> On Saturday afternoon, regular rate. Before 9 P.M., 1½ T; after 9 P.M., 2 T.<sup>12</sup> Work 5 days a week; no work on Saturday.

TABLE 3. DOMESTIC AND PERSONAL SERVICE.

OCCUPATIONS AND MUNICIPALITIES.	Weekly Rates of Wages <sup>1</sup>	NUMBER OF HOURS OF LABOR <sup>2</sup>							Hours Off on Half-holiday	Total Number of Hours Per Week	
		Mon-day	Tues-day	Wednes-day	Thurs-day	Fri-day	Satur-day	Half-holiday (day not stated)			
<b>Barbers.</b>											
Adams, . . . . .	\$12.00	4	10	10	9	10	12 $\frac{1}{2}$	-	5	55 $\frac{1}{2}$	
Boston, . . . . .	<sup>1</sup> 16.00	4	10 $\frac{1}{4}$	10 $\frac{1}{4}$	10 $\frac{1}{4}$	10 $\frac{1}{4}$	12 $\frac{1}{4}$	-	6 $\frac{1}{4}$	57 $\frac{1}{4}$	
Brockton, . . . . .	<sup>1</sup> 18.00	4 $\frac{1}{2}$	10 $\frac{1}{2}$	10 $\frac{1}{2}$	10 $\frac{1}{2}$	10 $\frac{1}{2}$	12 $\frac{1}{2}$	-	6	59	
Chicopee, . . . . .	18.00	5	10	9	9	10	12	-	5	55	
Fall River, . . . . .	<sup>1</sup> 16.00	4 $\frac{1}{2}$	10	10	10	10	13 $\frac{1}{2}$	-	5 $\frac{1}{2}$	58	
Fitchburg, . . . . .	16.00	5	11 $\frac{1}{4}$	11 $\frac{1}{4}$	10	11 $\frac{1}{4}$	13 $\frac{1}{4}$	-	5	62	
Framingham, . . . . .	<sup>1</sup> 18.00	9	10 $\frac{1}{4}$	4	10 $\frac{1}{4}$	10 $\frac{1}{4}$	12 $\frac{1}{4}$	-	6 $\frac{1}{4}$	56	
Gardner, . . . . .	18.00	10 $\frac{1}{2}$	10 $\frac{1}{2}$	10 $\frac{1}{2}$	10 $\frac{1}{2}$	10 $\frac{1}{2}$	13	-	-	65 $\frac{1}{2}$	
Gloucester, . . . . .	<sup>1</sup> 15.00	5	10 $\frac{3}{4}$	10 $\frac{3}{4}$	10 $\frac{3}{4}$	10 $\frac{3}{4}$	13 $\frac{1}{2}$	-	5 $\frac{3}{4}$	61 $\frac{1}{2}$	
Haverhill, . . . . .	<sup>1</sup> 15.00	5 $\frac{1}{2}$	10 $\frac{1}{2}$	10 $\frac{1}{2}$	10 $\frac{1}{2}$	10 $\frac{1}{2}$	12 $\frac{1}{4}$	-	5	59 $\frac{3}{4}$	
Holyoke, . . . . .	13.00	9 $\frac{1}{2}$	10 $\frac{3}{4}$	10 $\frac{3}{4}$	9 $\frac{1}{2}$	10 $\frac{3}{4}$	12 $\frac{3}{4}$	5	4 $\frac{1}{2}$	59 $\frac{1}{2}$	
Lawrence, . . . . .	<sup>1</sup> 18.00	10 $\frac{1}{2}$	10 $\frac{1}{2}$	10 $\frac{1}{2}$	5 $\frac{1}{2}$	10 $\frac{1}{2}$	13 $\frac{1}{2}$	5 $\frac{1}{2}$	5	56	
Leominster, . . . . .	14.00	4 $\frac{1}{2}$	10 $\frac{1}{4}$	10 $\frac{1}{4}$	9 $\frac{1}{2}$	10 $\frac{1}{4}$	12 $\frac{3}{4}$	-	5 $\frac{1}{4}$	57 $\frac{1}{2}$	
Lowell, . . . . .	17.00	4 $\frac{1}{2}$	10 $\frac{1}{2}$	10 $\frac{1}{2}$	10 $\frac{1}{2}$	10 $\frac{1}{2}$	13	-	5	59 $\frac{1}{2}$	
Lynn, <sup>4</sup> . . . . .	<sup>1</sup> 18.00	5 $\frac{1}{2}$	10	10	10	10	13	-	4 $\frac{1}{2}$	58 $\frac{1}{2}$	
Milford, . . . . .	15.00	4 $\frac{1}{2}$	10 $\frac{1}{2}$	10 $\frac{1}{2}$	10 $\frac{1}{2}$	10 $\frac{1}{2}$	13	-	6	59 $\frac{1}{2}$	
Natick, . . . . .	<sup>1</sup> 18.00	9	10 $\frac{1}{4}$	4	10 $\frac{1}{4}$	10 $\frac{1}{4}$	12 $\frac{1}{4}$	-	6 $\frac{1}{4}$	56	
New Bedford, . . . . .	15.00	5 $\frac{1}{2}$	10	10	10	10	12 $\frac{1}{2}$	-	5	58	
Newburyport, . . . . .	<sup>1</sup> 18.00	5	10	10	9 $\frac{1}{2}$	10	11 $\frac{1}{2}$	-	5	56	
North Adams, . . . . .	<sup>1</sup> 16.00	9 $\frac{1}{2}$	10 $\frac{1}{2}$	10 $\frac{1}{2}$	10 $\frac{1}{2}$	9 $\frac{1}{2}$	13	{ 4 5 }	5 $\frac{1}{2}$	58	
Northampton, . . . . .	15.00	9	10 $\frac{1}{4}$	9	4	10 $\frac{1}{4}$	12 $\frac{3}{4}$	-	5	55 $\frac{1}{4}$	
Pittsfield, . . . . .	<sup>1</sup> 20.00	4	10	10	9	10	13	-	6	56	
Quincy, . . . . .	<sup>1</sup> 18.00	4 $\frac{1}{2}$	10 $\frac{3}{4}$	10 $\frac{3}{4}$	10 $\frac{3}{4}$	10 $\frac{3}{4}$	12 $\frac{3}{4}$	-	6 $\frac{1}{4}$	60 $\frac{1}{4}$	
Rockland, <sup>1</sup> . . . . .	<sup>6</sup> 16.00	4	<sup>6</sup> 10 $\frac{1}{4}$	8 $\frac{3}{4}$	<sup>6</sup> 10 $\frac{1}{4}$	<sup>6</sup> 10 $\frac{1}{4}$	12 $\frac{1}{4}$	-	6 $\frac{1}{4}$	55 $\frac{3}{4}$	
Salem, . . . . .	<sup>1</sup> 16.00	4	10	10	10	10	11 $\frac{1}{2}$	-	6	55 $\frac{1}{2}$	
Springfield, <sup>6</sup> . . . . .	<sup>7</sup> 16.00	9 $\frac{1}{2}$	10 $\frac{3}{4}$	10 $\frac{3}{4}$	10 $\frac{3}{4}$	9 $\frac{1}{2}$	12 $\frac{3}{4}$	{ 4 5 $\frac{3}{4}$ }	5	59	
Taunton, . . . . .	15.00	4 $\frac{1}{2}$	10 $\frac{1}{2}$	10 $\frac{1}{2}$	10 $\frac{1}{2}$	10 $\frac{1}{2}$	13 $\frac{1}{2}$	-	6	60	
Waltham, . . . . .	<sup>1</sup> 16.00	4 $\frac{1}{2}$	11	11	11	11	13	-	6 $\frac{1}{2}$	61 $\frac{1}{2}$	
Webster, . . . . .	18.00	4 $\frac{1}{2}$	11	11	11	11	13	-	6 $\frac{1}{2}$	61 $\frac{1}{2}$	
Westfield, . . . . .	<sup>8</sup> 18.00	4 $\frac{1}{2}$	10 $\frac{1}{4}$	10 $\frac{1}{4}$	9	10 $\frac{1}{4}$	12 $\frac{1}{4}$	-	6	56 $\frac{1}{2}$	
Worcester, . . . . .	15.00	10 $\frac{1}{2}$	10 $\frac{1}{2}$	10 $\frac{1}{2}$	10 $\frac{1}{2}$	10 $\frac{1}{2}$	12 $\frac{1}{2}$	9 -	9 -	59 $\frac{3}{4}$	

<sup>1</sup> In some localities a weekly wage of a stated amount is guaranteed and also a bonus consisting of a portion of the weekly receipts, exceeding a specified sum, taken in by each barber. Thus the bonus consists of one-half of the receipts in excess of \$20 in Haverhill and Rockland; in excess of \$21 in Boston; in excess of \$22 in Fall River, Framingham, Gloucester, Natick, and Waltham; in excess of \$23 in Lynn; in excess of \$24 in Brockton, Lawrence, Newburyport, and Quincy; in excess of \$25 in North Adams and Salem; and in excess of \$27 in Pittsfield.

<sup>2</sup> In localities where a barber is allowed a specified number of hours as a half-holiday each week, but on no stated day, the number of hours worked on a half-holiday varies according to the length of the day on which he takes such half-holiday. For example, if five hours is the time allowed as a half-holiday, and a barber takes it on a ten-hour day, he works on that day five hours, whereas if he takes it on an 11-hour day, he works six hours on that day.

<sup>3</sup> Have two half-holidays weekly; one on Thursday and one on another day not stated.

<sup>4</sup> Rates and hours effective July 15, 1918.

<sup>5</sup> On August 1, 1918, rate was increased to \$20 and men were given one-half hour off on Tuesday, Thursday, and Friday.

<sup>6</sup> Minimum weekly rate with accompanying bonus; agreement specifies that for those receiving higher weekly rates of wages, one-half of the receipts over stated amounts, varying with amount of weekly wages, shall be paid.

<sup>7</sup> On October 21, 1918, rate was increased to \$18.

<sup>8</sup> On October 1, 1918, rate was increased to \$22.

<sup>9</sup> Men get 5 $\frac{1}{4}$  hours off each week or 10 $\frac{1}{2}$  hours (full day) every other week.

TABLE 3. DOMESTIC AND PERSONAL SERVICE — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
Bartenders.									
Boston (hotel),	-	-	<sup>1</sup> \$22.00	\$0.50	\$0.60	10	10	60	-
Boston (restaurant),	-	-	25.00	.50	.60	10	10	60	-
Boston (saloon),	-	-	25.00	.50	.60	10	10	60	-
Boston (spare or accommodation work),	-	<sup>2</sup> \$5.00	-	.50	.60	10	10	-	-
Chicopee (hotel),	-	-	21.00	-	-	6 <sup>1</sup> / <sub>2</sub>	-	<sup>3</sup> 54	-
Chicopee (saloon),	-	-	18.00	-	-	6 <sup>1</sup> / <sub>2</sub>	-	<sup>3</sup> 54	-
Gloucester,	-	-	23.00	.60	-	11 <sup>1</sup> / <sub>2</sub>	-	60	-
Greenfield (hotel),	-	-	15.00	-	-	9	12	<sup>4</sup> 66	-
Greenfield (saloon),	-	-	15.00	-	-	9	12	<sup>4</sup> 66	-
Haverhill,	-	-	22.00	1 <sup>1</sup> / <sub>2</sub> T	2 T	-	-	59	-
Holyoke (hotel),	-	-	24.00	-	.75	9	10	55	-
Holyoke (saloon),	-	-	24.00	-	.75	9	10	55	-
Lawrence,	-	-	25.00	.60	.60	10 <sup>1</sup> / <sub>4</sub>	12	<sup>5</sup> 56	12
Lowell (hotel),	-	-	25.00	-	-	-	-	60	-
Lowell (saloon),	-	-	25.00	-	-	-	-	60	-
Marlborough (hotel),	-	-	20.00	-	-	-	-	60	-
Marlborough (saloon),	-	-	20.00	-	-	-	-	60	-
New Bedford,	-	-	25.00	-	-	-	-	60	-
North Adams,	-	-	25.00	-	-	-	-	-	-
Northampton (hotel),	-	-	21.00	-	-	-	-	60	-
Northampton (saloon),	-	-	18.00	-	-	-	-	54	-
Northampton (spare or accommodation work),	-	4.00	-	-	.50	-	-	-	-
Pittsfield (hotel),	-	-	<sup>6</sup> 20.00	-	-	9	11	56	-
Pittsfield (spare or accommodation work),	-	5.00	-	-	-	9	11	-	-
Taunton,	-	-	20.00	-	-	-	-	60	-
Ware (hotel),	-	-	25.00	1 <sup>1</sup> / <sub>2</sub> T	1 <sup>1</sup> / <sub>2</sub> T	8 <sup>1</sup> / <sub>2</sub>	12	<sup>7</sup> 62 <sup>1</sup> / <sub>2</sub>	-
Ware (saloon),	-	-	18.00	-	-	8 <sup>1</sup> / <sub>2</sub>	12	<sup>7</sup> 54 <sup>1</sup> / <sub>2</sub>	-
Westfield,	-	-	21.00	-	-	9	10	55	-
Worcester,	-	-	20.00	-	-	-	-	60	-
Hotel and Restaurant Employees.									
Cooks, First.									
Brockton (men),	-	-	<sup>1</sup> 15.00	.25	.25	-	-	66	-
Brockton (women),	-	-	<sup>1</sup> 12.00	.25	.25	-	-	50	-
Holyoke,	-	-	18.00	-	.50	-	-	72	-
Springfield (men):									
Cafés,	-	-	<sup>1</sup> 21.00	-	-	-	-	60	-
Hotels,	-	4.50	-	-	-	10	10	60	-
Restaurants and lunch rooms,	-	3.50	-	.50	.50	-	-	72	-
Cooks, Fry.									
Springfield (men, hotel),	-	3.75	-	-	-	10	10	60	-
Cooks, Order.									
Brockton (order cooks or night men),	-	-	<sup>1</sup> 12.00	.25	.25	-	-	66	-
Brockton (meat and order) (women),	-	-	<sup>1</sup> 12.00	.25	.25	-	-	54	-
Springfield (men, restaurant),	-	-	16.50	.50	.50	10	10	60	-

<sup>1</sup> With board.<sup>2</sup> \$5 for Saturday; \$6 for Sunday; 5 days (Monday to Friday) are paid for at rate of \$25 a week.<sup>3</sup> Work 6<sup>1</sup>/<sub>2</sub> hours on 3 days and 11<sup>1</sup>/<sub>2</sub> hours on other 3 days. Nearly all 7-day men have one day off each week.<sup>4</sup> No half-holiday; each man has his turn Sundays and holidays.<sup>5</sup> One day 3 hours.<sup>6</sup> With board in one hotel.<sup>7</sup> Work 8 hours on Sunday.

TABLE 3. DOMESTIC AND PERSONAL SERVICE—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Work- ing Days	Sun- days and Holi- days	Mon- day to Fri- day	Sat- urday		
<b>Hotel and Restaurant Employees—Con.</b>									
<i>Cooks, Pastry.</i>									
Brookton (men), . . . . .	-	-	<sup>1</sup> \$15.00	\$0.25	\$0.25	-	-	66	-
Brookton (women), . . . . .	-	-	<sup>1</sup> 10.00	.25	.25	-	-	50	-
<i>Cooks, Second.</i>									
Brookton (men), . . . . .	-	-	<sup>1</sup> 10.00	.25	.25	-	-	66	-
Brookton (women), . . . . .	-	-	<sup>1</sup> 10.00	.25	.25	-	-	50	-
Holyoke, . . . . .	-	-	18.00	-	.50	-	-	72	-
Springfield (men), . . . . .	-	-	21.00	.50	.50	10	10	60	-
<i>Dish Washers.</i>									
Brookton (men), . . . . .	-	-	<sup>1</sup> 7.00	.25	.25	-	-	66	-
Brookton (women), . . . . .	-	-	<sup>1</sup> 6.00	.25	.25	-	-	50	-
<i>Pantry Men.</i>									
Brookton, . . . . .	-	-	<sup>1</sup> 10.00	.25	.25	-	-	66	-
<i>Pantry Women.</i>									
Brookton, . . . . .	-	-	<sup>1</sup> 10.00	.25	.25	-	-	50	-
<i>Waiters.</i>									
Boston:									
Clubs, . . . . .	-	-	<sup>1</sup> 14.00	-	-	-	-	65	-
Hotels and restaurants, Class A:									
Day, . . . . .	-	-	12.00	-	-	-	-	65	-
Night, . . . . .	-	-	5.00	-	-	-	-	-	-
Hotels and restaurants, Class B:									
Day, . . . . .	-	-	9.00	-	-	-	-	65	-
Night, . . . . .	-	-	4.50	-	-	-	-	-	-
Hotels, Union B, . . . . .	-	-	<sup>2</sup> 35.00	.35	.35	-	-	65	-
Noon waiters, Union B, . . . . .	-	-	<sup>2</sup> 8.00	-	-	4	-	-	-
Party and banquet men (dress suits), Union B, . . . . .	-	\$2.50	-	.50	-	3	-	-	-
Party and banquet men (jackets), Union B, . . . . .	-	2.00	-	.50	-	3	-	-	-
Sunday men, Union B, . . . . .	<sup>1</sup> \$0.50	-	-	-	-	10	-	-	-
Brookton, restaurant, . . . . .	-	-	<sup>1</sup> 12.00	.25	.25	-	-	66	-
Holyoke (hotels), . . . . .	-	-	<sup>1</sup> 9.00	-	.50	-	-	60	-
Springfield:									
Cafés, . . . . .	-	-	<sup>1</sup> 15.00	.50	.50	10	10	60	-
Countermen, . . . . .	-	-	16.50	.50	.50	10	10	60	-
Hotels, . . . . .	-	-	12.00	.50	.50	10	10	60	-
Restaurants, . . . . .	-	-	16.50	.50	.50	10	10	60	-
<i>Waitresses.</i>									
Boston:									
Café and restaurant (day), . . . . .	-	-	<sup>1</sup> 6.00 } <sup>4</sup> 9.00 }	-	-	-	-	<sup>5</sup> 54	-
Café and restaurant (noon), . . . . .	-	-	<sup>1</sup> 3.50	-	-	-	-	5	-
Café and restaurant (night), . . . . .	-	-	<sup>1</sup> 3.00	-	-	-	-	6	-
Brookton (restaurant), . . . . .	-	-	<sup>1</sup> 7.00	.25	.25	-	-	50	-

<sup>1</sup> With board.<sup>2</sup> Rate per month with board.<sup>3</sup> With two meals a day.<sup>4</sup> Without board.<sup>5</sup> One day off in seven.<sup>6</sup> Hours 5 to 8 P.M.; one day off in seven.

TABLE 3. DOMESTIC AND PERSONAL SERVICE — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Work- ing Days	Sun- days and Hol- idays	Mon- day to Fri- day	Sat- urday			
Laundry Workers.										
Boston:										
Button girls, . . . . .	-	-	\$7.00	2 T	2 T	19	19	154	13	
Dampeners, . . . . .	-	-	8.00	2 T	2 T	19	19	154	13	
Dry room workers, . . . . .	-	-	8.00	2 T	2 T	19	19	154	13	
Dry room workers (helpers), . . . . .	-	-	8.00	2 T	2 T	19	19	154	13	
Folders (apron and towel), . . . . .	-	-	7.00	2 T	2 T	19	19	154	13	
Folders, coat, . . . . .	-	-	8.00	2 T	2 T	19	19	154	13	
Lumpers, . . . . .	-	-	9.00	2 T	2 T	19	19	154	13	
Mangle hands, . . . . .	-	-	7.00	2 T	2 T	19	19	154	13	
Route girls, . . . . .	-	-	8.00	2 T	2 T	19	19	154	13	
Starchers, . . . . .	-	-	12.00	2 T	2 T	19	19	154	13	
Stock room workers, . . . . .	-	-	8.00	2 T	2 T	19	19	154	13	
Stock room helpers, . . . . .	-	-	8.00	2 T	2 T	19	19	154	13	
Washermen, . . . . .	-	-	17.00	2 T	2 T	19	19	154	13	
Washers' apprentices:										
First three months, . . . . .	-	-	14.00	2 T	2 T	19	19	154	13	
Second three months, . . . . .	-	-	15.00	2 T	2 T	19	19	154	13	
After six months, . . . . .	-	-	16.00	2 T	2 T	19	19	154	13	
Wringermen, . . . . .	-	-	10.00	2 T	2 T	19	19	154	13	
Brockton:										
Beginners, . . . . .	-	-	7.00	2 T	2 T	9	5	50	12	
Collar shapers, . . . . .	-	-	8.80	2 T	2 T	9	5	50	12	
Collar dampeners, . . . . .	-	-	8.80	2 T	2 T	9	5	50	12	
General hands, . . . . .	-	-	10.40	2 T	2 T	9	5	50	12	
Helpers (distributing room), . . . . .	-	-	8.80	2 T	2 T	9	5	50	12	
Ironers, body, . . . . .	-	-	9.68	2 T	2 T	9	5	50	12	
Ironers, bosom machine, . . . . .	-	-	10.40	2 T	2 T	9	5	50	12	
Ironers, collar, . . . . .	-	-	8.80	2 T	2 T	9	5	50	12	
Ironers, hand, . . . . .	-	-	10.40	2 T	2 T	9	5	50	12	
Ironers, neck band, . . . . .	-	-	8.80	2 T	2 T	9	5	50	12	
Ironers, sleeve, . . . . .	-	-	8.80	2 T	2 T	9	5	50	12	
Ironers, starchers on hand and rough dry, . . . . .	-	-	10.40	2 T	2 T	9	5	50	12	
Ironers, tyler, . . . . .	-	-	11.55	2 T	2 T	9	5	50	12	
Ironers, wrist, . . . . .	-	-	8.80	2 T	2 T	9	5	50	12	
Ironers (mangle hands), . . . . .	-	-	9.68	2 T	2 T	9	5	50	12	
Markers and distributors, . . . . .	-	-	11.55	2 T	2 T	9	5	50	12	
Shirt dampeners, . . . . .	-	-	8.80	2 T	2 T	9	5	50	12	
Shirt finishers, . . . . .	-	-	10.40	2 T	2 T	9	5	50	12	
Shirt folders, . . . . .	-	-	8.80	2 T	2 T	9	5	50	12	
Shirt press machine opera- tors, . . . . .	-	-	10.40	2 T	2 T	9	5	50	12	
Starchers, . . . . .	-	-	10.40	2 T	2 T	9	5	50	12	
Starchers' helpers, . . . . .	-	-	8.80	2 T	2 T	9	5	50	12	
Washermen, . . . . .	-	-	17.33	2 T	2 T	9	5	50	12	
Washerwomen, . . . . .	-	-	10.40	2 T	2 T	9	5	50	12	
Wringermen, . . . . .	-	-	13.86	2 T	2 T	9	5	50	12	
Haverhill:										
Ironers, big hand, . . . . .	-	\$2.20	13.20	1½ T	1½ T	9	5	50	12	
Ironers, starch, . . . . .	-	2.20	13.20	1½ T	1½ T	9	5	50	12	
Polishers, . . . . .	-	2.20	13.20	1½ T	1½ T	9	5	50	12	
Steam press operators, . . . . .	-	1.76	10.56	1½ T	1½ T	9	5	50	12	
Washers, . . . . .	-	2.20	13.20	1½ T	1½ T	9	5	50	12	
All other employees, . . . . .	-	1.50	9.00	1½ T	1½ T	9	5	50	12	

<sup>1</sup> During three months' work, 9¾ hours on five days, 4¾ hours on Saturday, 53½ hours a week.



TABLE 3. DOMESTIC AND PERSONAL SERVICE — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	Monthly Rates of Wages <sup>1</sup> with Board	OCCUPATIONS AND MUNICIPALITIES.	Monthly Rates of Wages <sup>1</sup> with Board
<b>Marine Cooks and Stewards.</b>		<b>Marine Cooks and Stewards — Con.</b>	
Boston:		Boston — Con.	
Bakers, . . . . .	\$105.00	Hallmen, . . . . .	\$65.00
Bakers (second hands), . . . . .	45.00	Mess boys, . . . . .	70.00
Barmen, . . . . .	70.00	Messmen, . . . . .	45.00
	75.00	Messmen, second, . . . . .	60.00
	85.00		50.00
Broilers, first, . . . . .	85.00		65.00
Broilers, second, . . . . .	70.00	Pantrymen, . . . . .	75.00
	70.00		80.00
Butchers, . . . . .	80.00	Pantrymen, assistant, . . . . .	45.00
	85.00	Porters, . . . . .	55.00
	55.00	Saladmen, . . . . .	60.00
Checkers, chief, . . . . .	70.00		65.00
	75.00		70.00
Checkers, second, . . . . .	60.00	Stewards, chief, . . . . .	110.00
Coffeemen, . . . . .	65.00		120.00
Cooks and stewards, . . . . .	95.00		135.00
	110.00		140.00
Cooks, chief, . . . . .	120.00		80.00
	135.00	Stewards, second, . . . . .	85.00
Cooks, fry, . . . . .	70.00		95.00
Cooks, night, . . . . .	65.00		100.00
Cooks, order, . . . . .	70.00	Stewards, steerage, . . . . .	55.00
	80.00	Stewardesses, . . . . .	50.00
	75.00	Waiters, . . . . .	55.00
	80.00		60.00
Cooks, second, . . . . .	85.00	Waiters, head, . . . . .	65.00
	100.00		85.00
Cooks, third, . . . . .	65.00	Watchmen, . . . . .	55.00

<sup>1</sup> Rates of wages shown are monthly rates (with board) on ships sailing from the port of Boston, according to class of ship, its cargo, or destination. The maximum number of hours of labor is not prescribed.

TABLE 4. FOOD, LIQUORS, AND TOBACCO.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
<b>Bakers.</b>										
<i>Apprentices.</i>										
Boston (Union B):	-	-	\$13 00	\$0.65	Reg.	18 9	8 9	48 54	-	
First year, . . . . .	-	-	15 00	.65	Reg.	18 9	8 9	48 54	-	
Second year, . . . . .	-	-								
<i>Foremen.</i>										
Boston (Union A), . . . . .	-	-	33 00	-	-	8	8	48	-	
Boston (Union B), . . . . .	-	-	24 00	.65	\$0.65	9	9	54	-	
Boston (Union B, machine shops), . . . . .	-	-	24 00	1½ T	1½ T	8	8	48	-	
Brockton (shop crew of four or more), . . . . .	}	\$4 67	28 00	.60	.60	18 9	8 9	48 54	}	-
Brockton (shop crew of less than four), . . . . .			25 00	.60	.60	18 9	8 9	48 54		-
Haverhill, . . . . .	-	-	25 00	.50	-	9	9	54	-	
Holyoke, . . . . .	-	-	27 00	.78½	2 T	9	9	54	-	
Lynn (Union A), . . . . .	-	-	28 00	1½ T	2-	8	8	48	-	
Lynn (Union B), . . . . .	-	-	24 00	.50	.50	9	9	54	-	
Salem, . . . . .	-	-	25 00	.50	2 T	9	9	54	-	
Springfield (Union A), . . . . .	-	-	27 00	1½ T	3-	8½	8½	51	-	
Springfield (Union B), . . . . .	-	-	30 00	.75	.75	8	4-	48	-	
Taunton, . . . . .	-	-	22 00	.60	-	9	9	54	-	
Worcester, . . . . .	-	-	28 50	.65	-	9	5-	54	-	
<i>General Bakers in Small Shops.</i>										
Boston (Union B), . . . . .	-	-	20 00	.65	.65	9	9	54	-	
Brockton, . . . . .	-	-	25 00	.60	.60	9	9	54	-	
Haverhill, . . . . .	-	4.25	25 00	.50	-	9	9	54	-	
Holyoke, . . . . .	-	4.50	27 00	1½ T	2 T	8½	8½	51	-	
Lynn (Union B), . . . . .	-	-	22 00	.50	.50	9	9	54	-	
Taunton, . . . . .	-	-	22 00	.60	-	9	9	54	-	
<i>Helpers.</i>										
Boston (Union B), . . . . .	-	-	18 00	.65	Reg.	18 9	8 9	48 54	-	
<i>Jobbers (Benchmen).</i>										
Brockton, . . . . .	-	4.00	24 00	.60	.60	18 9	8 9	48 54	-	
Haverhill, . . . . .	-	-	22 00	.50	-	9	9	54	-	
Lynn (Union A), . . . . .	-	-	23 00	1½ T	2-	8	8	48	-	
Lynn (Union B), . . . . .	-	-	20 00	.50	.50	9	9	54	-	
Salem, . . . . .	-	-	22 00	.50	2 T	9	9	54	-	
Taunton, . . . . .	-	3.50	-	-	-	9	9	54	-	
<i>Jobbers (Foremen).</i>										
Brockton, . . . . .	-	4.00	24 00	.60	.60	18 9	8 9	48 54	-	
Haverhill, . . . . .	-	4.25	-	.50	-	9	9	54	2	
Lynn (Union B), . . . . .	-	4.00	-	.50	.50	9	9	54	-	
<i>Second Hands.</i>										
Boston (Union A), . . . . .	-	-	27 00	-	-	8	8	48	-	
Brockton, . . . . .	-	4.00	24 00	.60	.60	18 9	8 9	48 54	-	
Haverhill, . . . . .	-	-	23 00	.50	-	9	9	54	-	
Lynn (Union A), . . . . .	-	-	25 00	1½ T	2-	8	8	48	-	
Lynn (Union B), . . . . .	-	-	21 00	.50	.50	9	9	54	-	
Salem, . . . . .	-	-	23 00	.50	2 T	9	9	54	-	

<sup>1</sup> 8-hour day for machine shops; 9-hour day for hand shops.

<sup>2</sup> No work to be done on Labor Day; other holidays and Sundays, 1½ T. No pay to be deducted for any Jewish holiday except Passover.

<sup>3</sup> Sundays, 2 T; holidays, 1½ T.

<sup>4</sup> No work on Saturday; work 8 hours on Sunday.

<sup>5</sup> No work on Saturday; work 9 hours on Sunday.

TABLE 4. FOOD, LIQUORS, AND TOBACCO — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Bakers — Con.</b>									
<i>Second hands — Con.</i>									
Springfield (Union A), . . . . .	-	-	\$24.00	1½ T	1-	8½	8½	51	-
Springfield (Union B), . . . . .	-	-	26.00	\$0.70	\$0.70	8	2-	48	-
Taunton, . . . . .	-	-	19.00	.50	-	9	9	54	-
Worcester, . . . . .	-	-	26.50	.60	-	9	3-	54	-
<i>Third or Under Hands.</i>									
Boston (Union A), . . . . .	-	-	24.00	-	-	8	8	48	-
Brockton, . . . . .	-	\$3 67	22.00	.60	.60	8	8	48	-
Haverhill, . . . . .	-	-	22.00	.50	-	9	9	54	-
Lynn (Union B), . . . . .	-	-	20.00	.50	.50	9	9	54	-
Springfield (Union A), . . . . .	-	-	22.00	1½ T	1-	8½	8½	51	-
Springfield (Union B), . . . . .	-	-	23.00	.65	-	8	2-	48	-
Taunton, . . . . .	-	-	18.00	.50	-	9	9	54	-
Worcester, . . . . .	-	-	22.00	.60	-	9	3-	54	-
<b>Bottlers and Drivers.</b>									
<i>Bottlers.<sup>5</sup></i>									
Boston, . . . . .	-	-	25.00	.50	.50	8	8	48	-
Chicopee, . . . . .	-	-	21.00	.60	2 T	8	14	54	-
Lawrence, . . . . .	-	-	20.00	.50	2 T	8	8	48	-
Lowell, . . . . .	-	-	24.00	.60	.60	8	8	48	-
New Bedford, . . . . .	-	-	21.00	.50	-	9	9	54	-
Pittsfield, . . . . .	-	-	20.50	.50	.50	8	8	48	-
Springfield (first men), . . . . .	-	-	23.00	.50	2 T	8	8	48	-
Worcester (breweries), . . . . .	-	-	20.25	.50	2 T	8	8	48	-
Worcester (wholesale shops), . . . . .	-	-	21.00	.50	2 T	8	9	54	-
<i>Chauffeurs.</i>									
Boston, . . . . .	-	-	27.50	.50	-	9	9	54	-
Chicopee, . . . . .	-	-	25.00	.60	2 T	8	14	54	-
Lowell, . . . . .	\$0.56	4.50	27.00	.60	.60	8	8	48	-
Pittsfield, . . . . .	-	-	24.00	.50	-	8	8	48	-
Springfield, . . . . .	-	-	23.00	.50	2 T	8	8	48	-
Worcester (wholesale shops), . . . . .	-	-	23.00	.50	2 T	10	14	64	-
<i>Chauffeurs' Helpers.</i>									
Boston, . . . . .	-	-	23.00	-	-	9	9	54	-
Pittsfield, . . . . .	-	-	21.00	-	-	8	8	48	-
<i>Drivers.</i>									
Boston, . . . . .	-	-	25.50	.50	-	9	9	54	-
Chicopee (single), . . . . .	-	-	25.00	.60	2 T	8	14	54	-
Lawrence, . . . . .	-	-	20.00	.50	2 T	8	8	48	-
Lowell (single, yard), . . . . .	.52	4.16	25.00	.60	.60	8	8	48	-
Lowell (double), . . . . .	.54	4.34	26.00	.60	.60	8	8	48	-
New Bedford, . . . . .	-	-	22.00	.50	-	9	9	54	-
Pittsfield, . . . . .	-	-	23.00	.50	-	8	8	48	-
Springfield, . . . . .	-	-	23.00	.50	2 T	8	8	48	-
Worcester (breweries), . . . . .	-	-	23.00	.50	2 T	8	8	48	-
Worcester (wholesale shops), . . . . .	-	-	23.00	.50	2 T	9	9	54	-

<sup>1</sup> Sundays, 2 T; holidays, 1½ T.

<sup>2</sup> No work on Saturday; work 8 hours on Sunday.

<sup>3</sup> No work on Saturday; work 9 hours on Sunday.

<sup>4</sup> 8-hour day for machine shops; 9-hour day for hand shops.

<sup>5</sup> Machine operators usually; in some cases fill bottles by hand.

<sup>6</sup> For six months, 48 hours a week, and for six months, 54 hours a week.

<sup>7</sup> For two months, nine hours a day, 54 hours a week; for 10 months, 8 hours a day, 48 hours a week.

<sup>8</sup> Rates in different establishments.

<sup>9</sup> On draught teams, 54 hours during six months; 48 hours during six months.

TABLE 4. FOOD, LIQUORS, AND TOBACCO — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Work- ing Days	Sun- days and Holi- days	Mon- day to Fri- day	Sat- urday		
<b>Bottlers and Drivers — Con.</b>									
<i>Drivers' Helpers.</i>									
Boston, . . . . .	—	—	\$23 00	—	—	9	9	54	—
Lawrence, . . . . .	{ \$0.39½ .40	\$3 16	19 00	\$0.50	2 T	8	8	48	—
New Bedford, . . . . .		3 25	19 50		—	9	9	54	—
Pittsfield, . . . . .	—	—	21.00	.50	—	8	8	48	—
Worcester (breweries), . . . . .	—	—	21.50	.50	2 T	{ 8 9	8	48	}
Worcester (wholesale shops), . . . . .	—	—	18.00	.50	2 T		9	9	
<i>Floormen.</i>									
Springfield, . . . . .	—	—	19.00	.50	2 T	8	8	48	—
<i>Inside Helpers.</i>									
Worcester (breweries), . . . . .	—	—	20.25	.50	2 T	8	8	48	—
Worcester (wholesale shops), . . . . .	—	—	19.00	.50	2 T	{ 8 9	8	48	}
							9	9	
<i>Labelers.</i>									
Lowell, . . . . .	—	—	24.00	.60	\$0.60	8	8	48	—
Worcester (breweries), . . . . .	—	—	20.25	.50	2 T	8	8	48	—
Worcester (wholesale shops, hand work), . . . . .	{	—	14.00	.50	2 T	{ 8 9	8	48	}
		—						9	
<i>Machine Operators.</i>									
Boston, . . . . .	—	—	25.00	.50	—	8	8	48	—
Lowell, . . . . .	—	—	24.00	.60	.60	8	8	48	—
Lowell (pasteurizers), . . . . .	—	—	23.00	.60	.60	8	8	48	—
Springfield, . . . . .	—	—	22.00	.50	2 T	8	8	48	—
Worcester (breweries), . . . . .	—	—	22.25	.50	2 T	8	8	48	—
Worcester (wholesale shops), . . . . .	—	—	21.00	.50	2 T	{ 8 9	8	48	}
							9	9	
<i>Packers.</i>									
Boston, . . . . .	—	—	25.00	.50	—	8	8	48	—
Lowell, . . . . .	—	—	24.00	.60	—	8	8	48	—
Springfield, . . . . .	—	—	20.00	.50	2 T	8	8	48	—
<i>Stablemen.</i>									
Lowell (first), . . . . .	.54	4 34	26.00	.60	.60	8	8	48	—
Lowell (second), . . . . .	—	—	25.00	.60	.60	8	8	48	—
Pittsfield, . . . . .	—	—	21.00	—	—	8	8	48	—
Worcester (breweries), . . . . .	—	—	20.25	.50	2 T	{ 8 9	8	48	}
Worcester (wholesale shops), . . . . .	—	—	19.50	.50	2 T		9	9	
<i>Other Employees (Unclassified).</i>									
Boston (inside workers), . . . . .	—	—	23.00	.50	—	8	8	48	—
Boston (outside workers), . . . . .	—	—	23.00	.50	—	9	9	54	—
Lowell, . . . . .	—	—	22.00	.60	.60	8	8	48	—
<b>Brewery Workmen.</b>									
<i>Apprentices.</i>									
Boston (first year), . . . . .	—	—	22.00	.60	\$ .60	8	8	48	—
Boston (second year), . . . . .	—	—	24.00	.60	\$ .60	8	8	48	—
Fall River (first year), . . . . .	—	—	14.00	.60	.60	8	8	48	—
Fall River (second year), . . . . .	—	—	16.00	.60	.60	8	8	48	—
Holyoke (first year), . . . . .	—	—	16.00	.50	2 T	8	8	48	—
Holyoke (second year), . . . . .	—	—	19.00	.50	2 T	8	8	48	—

<sup>1</sup> Rates in different establishments.<sup>2</sup> For six months, 48 hours a week, and for six months, 54 hours a week.<sup>3</sup> On draught teams, 54 hours during six months; 48 hours during six months.<sup>4</sup> For two months, nine hours a day, 54 hours a week; for 10 months, 8 hours a day, 48 hours a week.<sup>5</sup> On legal holidays and election days, regular rate for full day.

TABLE 4. FOOD, LIQUORS, AND TOBACCO — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
<b>Brewery Workmen — Con.</b>										
<i>Apprentices — Con.</i>										
Lawrence (first year),	-	-	\$16.00	\$0.65	-	8	8	48	-	
Lawrence (second year),	-	-	18.00	.65	-	8	8	48	-	
Lowell (first year),	-	-	20.00	.60	-	8	8	48	-	
Lowell (second year),	-	-	22.00	.60	-	8	8	48	-	
Pittsfield (first year),	-	-	17.00	.50	\$0.50	8	8	48	-	
Pittsfield (second year),	-	-	19.00	.50	.50	8	8	48	-	
Springfield (first year),	-	-	16.00	.50	2 T	8	8	48	-	
Springfield (second year),	-	-	19.00	.50	2 T	8	8	48	-	
Worcester (first year),	-	-	18.00	.50	2 T	8	8	48	-	
Worcester (second year),	-	-	20.00	.50	2 T	8	8	48	-	
<i>Brewhouse Men.</i>										
Boston (first men),	-	-	28.50	.60	1.60	8	8	48	-	
Boston (other men),	-	-	26.50	.60	1.60	8	8	48	-	
Fall River (first men),	-	-	22.50	.60	.60	8	8	48	-	
Fall River (other men),	-	-	20.50	.60	.60	8	8	48	-	
Holyoke (first men),	-	-	26.00	.50	2 T	8	8	48	-	
Holyoke (other men),	-	-	24.00	.50	2 T	8	8	48	-	
Lawrence (first men),	-	-	26.00	.65	-	8	8	48	-	
Lawrence (other men),	-	-	24.00	.65	-	8	8	48	-	
Lowell (first men),	-	-	30.00	.60	-	8	8	48	-	
Lowell (other men),	-	-	26.00	.60	-	8	8	48	-	
New Bedford (first men),	-	-	27.00	.50	.50	8	8	48	-	
New Bedford (other men),	-	-	25.00	.50	.50	8	8	48	-	
Pittsfield (first men),	-	-	26.00	.50	.50	8	8	48	-	
Pittsfield (other men),	-	-	24.00	.50	.50	8	8	48	-	
Springfield (first men),	-	-	26.00	.50	2 T	8	8	48	-	
Springfield (other men),	-	-	24.00	.50	2 T	8	8	48	-	
Worcester (first men),	-	-	28.00	.50	2 T	8	8	48	-	
Worcester (other men),	-	-	23.00	.50	2 T	8	8	48	-	
<i>Cellarmen.</i>										
Boston (first men),	-	-	28.50	.60	1.60	8	8	48	-	
Boston (other men),	-	-	26.50	.60	1.60	8	8	48	-	
Fall River (first men),	-	-	22.50	.60	.60	8	8	48	-	
Fall River (other men),	-	-	20.50	.60	.60	8	8	48	-	
Holyoke (first men),	-	-	28.00	.50	2 T	8	8	48	-	
Holyoke (other men),	-	-	24.00	.50	2 T	8	8	48	-	
Lawrence (first men),	-	-	26.00	.65	-	8	8	48	-	
Lawrence (other men),	-	-	24.00	.65	-	8	8	48	-	
Lowell (first men),	-	-	30.00	.60	.60	8	8	48	-	
Lowell (other men),	-	-	26.00	.60	.60	8	8	48	-	
New Bedford (first men),	-	-	27.00	.50	.50	8	8	48	-	
New Bedford (other men),	-	-	25.00	.50	.50	8	8	48	-	
Pittsfield (first men),	-	-	26.00	.50	.50	8	8	48	-	
Pittsfield (other men),	-	-	25.00	.50	.50	8	8	48	-	
Springfield (first men),	-	-	28.00	.50	2 T	8	8	48	-	
Springfield (other men),	-	-	24.00	.50	2 T	8	8	48	-	
Worcester (first men),	-	-	26.00	.50	2 T	8	8	48	-	
Worcester (other men),	-	-	23.00	.50	2 T	8	8	48	-	
<i>Chauffeurs.</i>										
Boston (heavy trucks),	-	-	29.00	.60	1.60	{ 8 9 9	{ 8 9 9	{ 2 48 54 54	-	
Fall River,	-	-	20.50	.60	.60	8	8	48	-	
Fall River (helpers),	-	-	18.50	.60	.60	8	8	48	-	
Holyoke,	-	-	26.00	.50	2 T	8	8	48	-	
Lawrence,	-	-	26.00	.65	-	8	8	48	-	
Springfield,	-	-	26.00	.50	2 T	{ 8 9	{ 8 9	{ 2 48 54	-	
Worcester (heavy trucks),	-	-	25.00	.50	2 T	{ 8 9	{ 8 9	{ 2 48 54	-	

1 On legal holidays and election days, regular rate for full day.

2 For 6 months, 48 hours a week, and for 6 months, 54 hours a week.

TABLE 4. FOOD, LIQUORS, AND TOBACCO — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Brewery Workmen — Con.</b>									
<i>Coopers.</i>									
Boston (bench men), . . . . .	-	-	\$32.50	1½ T	2 T	8	8	48	3
Boston (first men), . . . . .	-	-	35.50	1½ T	2 T	8	8	48	3
Holyoke (first men), . . . . .	-	-	26.00	\$0.50	2 T	8	8	48	-
Pittsfield (first men), . . . . .	-	-	26.00	.50	\$0.50	8	8	48	-
Springfield (first men), . . . . .	-	-	26.00	.50	2 T	8	8	48	-
Worcester (bench men), . . . . .	-	-	28.50	1½ T	2 T	8	8	48	-
Worcester (first men), . . . . .	-	-	31.50	1½ T	2 T	8	8	48	-
<i>Drivers.</i>									
Boston (depot), . . . . .	-	-	27.00	.60	1.60	{ 8 9	8 9	248 54	}
Boston (route), . . . . .	-	-	28.00	.60	1.60	{ 8 9	8 9	248 54	
Holyoke (depot), . . . . .	-	-	23.00	.50	2 T	8	8	48	-
Holyoke (route), . . . . .	-	-	26.00	.50	2 T	8	8	48	-
Lawrence (depot), . . . . .	-	-	24.00	.65	-	8	8	48	-
Lawrence (route), . . . . .	-	-	25.00	.65	-	8	8	48	-
New Bedford, . . . . .	-	-	25.50	.50	.50	9	9	54	-
Springfield (depot), . . . . .	-	-	23.00	.50	2 T	8	8	48	-
Springfield (route), . . . . .	-	-	26.00	.50	2 T	8	8	48	-
Springfield (3-horse drivers), . . . . .	-	-	24.00	.50	2 T	8	8	48	-
Worcester, . . . . .	-	-	24.00	.50	2 T	{ 8 9	8 9	248 54	}
<i>Drivers' Helpers.</i>									
Boston (single or double), . . . . .	-	-	25.00	.60	1.60	{ 8 9	8 9	248 54	}
Lawrence (single or double), . . . . .	-	-	22.00	.65	-	8	8	48	
New Bedford, . . . . .	-	-	23.50	.50	.50	9	9	54	-
Springfield, . . . . .	-	-	23.00	.50	2 T	8	8	48	-
Worcester, . . . . .	-	-	22.50	.50	2 T	{ 8 9	8 9	248 54	}
<i>Engineers, Stationary.</i>									
Boston (assistant), . . . . .	-	-	32.00	1½ T	-	8	8	48	-
Boston (chief), . . . . .	-	-	40.00	1½ T	-	8	8	48	-
Holyoke, . . . . .	-	-	29.00	-	-	8	8	56	-
Lawrence, . . . . .	-	-	30.00	.65	-	8	8	48	-
New Bedford (assistant), . . . . .	-	-	32.00	1½ T	-	8	8	48	-
New Bedford (chief), . . . . .	-	-	40.00	1½ T	-	8	8	48	-
Pittsfield, . . . . .	-	-	26.00	.50	-	{ 8 10	8 10	56 70	}
Springfield, . . . . .	-	-	29.00	.50	-	8	8	56	
Worcester (chief), . . . . .	-	-	47.00	2 T	-	8	8	48	-
Worcester (other), . . . . .	-	-	34.67	2 T	-	8	8	56	-
<i>Fermenting Room Men.</i>									
Boston (first men), . . . . .	-	-	28.50	.60	1.60	8	8	48	-
Boston (other men), . . . . .	-	-	26.50	.60	1.60	8	8	48	-
Fall River (first men), . . . . .	-	-	22.50	.60	.60	8	8	48	-
Fall River (other men), . . . . .	-	-	20.50	.60	.60	8	8	48	-
Holyoke (first men), . . . . .	-	-	26.00	.50	2 T	8	8	48	-
Holyoke (other men), . . . . .	-	-	24.00	.50	2 T	8	8	48	-
Lawrence (first men), . . . . .	-	-	26.00	.65	-	8	8	48	-
Lawrence (other men), . . . . .	-	-	24.00	.65	-	8	8	48	-
Lowell (first men), . . . . .	-	-	30.00	.60	-	8	8	48	-
Lowell (other men), . . . . .	-	-	26.00	.60	-	8	8	48	-
New Bedford (first men), . . . . .	-	-	27.00	.50	.50	8	8	48	-
New Bedford (other men), . . . . .	-	-	25.00	.50	.50	8	8	48	-
Pittsfield (first men), . . . . .	-	-	25.00	.50	.50	8	8	48	-
Springfield (first men), . . . . .	-	-	26.00	.50	2 T	8	8	48	-
Springfield (other men), . . . . .	-	-	24.00	.50	2 T	8	8	48	-
Worcester (first men), . . . . .	-	-	24.00	.50	2 T	8	8	48	-
Worcester (other men), . . . . .	-	-	23.00	.50	2 T	8	8	48	-

<sup>1</sup> On legal holidays and election days, regular rate for full day.

<sup>2</sup> For 6 months, 48 hours a week, and for 6 months, 54 hours a week.

<sup>3</sup> For 6 months, 56 hours a week, and for 6 months, 70 hours a week.

TABLE 4. FOOD, LIQUORS, AND TOBACCO — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Brewery Workmen — Con.</b>									
<i>Firemen, Stationary.</i>									
Boston, . . . . .	—	—	\$28.00	—	—	8	8	48	—
Holyoke, . . . . .	—	—	26.00	—	—	8	8	56	—
Lawrence, . . . . .	—	—	27.00	\$0.65	—	8	8	56	—
Lowell, . . . . .	—	—	24.00	1½ T	1½ T	8	8	48	—
Lowell (helpers), . . . . .	—	—	28.00	—	—	8	8	48	—
Lowell (oilers), . . . . .	—	—	25.00	1½ T	1½ T	8	8	48	—
Lowell (oilers), . . . . .	—	—	26.25	1½ T	1½ T	8	8	48	—
Pittsfield, . . . . .	—	—	26.00	.50	—	8	8	56	—
Springfield, . . . . .	—	—	26.00	.50	—	8	8	56	—
Worcester, . . . . .	—	—	24.00	.50	Reg.	8	8	48	—
<i>Floormen.</i>									
Boston, . . . . .	—	—	28.00	.60	2 \$0.60	8	8	48	—
Springfield, . . . . .	—	—	24.00	.50	2 T	8	8	48	—
<i>Racking Room Men.</i>									
Boston, . . . . .	—	—	28.50	.60	2.60	8	8	48	—
Pittsfield (first men), . . . . .	—	—	25.00	.50	.50	8	8	48	—
Worcester (first men), . . . . .	—	—	24.00	.50	2 T	8	8	48	—
Worcester (other men), . . . . .	—	—	23.00	.50	2 T	8	8	48	—
<i>Stablemen.</i>									
Boston (first men), . . . . .	—	—	27.00	.60	2.60	8	8	3 48	}
Boston (other men), . . . . .	—	—	25.50	.60	2.60	9	9	54	
Holyoke (first men), . . . . .	—	—	25.00	—	—	8	8	3 48	}
Lawrence, . . . . .	—	—	23.00	.65	—	8	8	54	
Springfield (first men), . . . . .	—	—	25.00	.50	—	8	8	56	—
Springfield (other men), . . . . .	—	—	24.00	.50	—	8	8	56	—
Worcester (first men), . . . . .	—	—	23.50	.50	2 T	8	8	3 48	}
Worcester (other men), . . . . .	—	—	22.50	.50	2 T	9	9	54	
	—	—				9	9	54	
<i>Washhouse Men.</i>									
Boston (first men), . . . . .	—	—	28.50	.60	2.60	8	8	48	—
Boston (other men), . . . . .	—	—	26.50	.60	2.60	8	8	48	—
Fall River (first men), . . . . .	—	—	22.50	.60	.60	8	8	48	—
Fall River (other men), . . . . .	—	—	20.50	.60	.60	8	8	48	—
Holyoke (first men), . . . . .	—	—	26.00	.50	2 T	8	8	48	—
Holyoke (other men), . . . . .	—	—	24.00	.50	2 T	8	8	48	—
Lawrence (first men), . . . . .	—	—	25.00	.65	—	8	8	48	—
Lawrence (other men), . . . . .	—	—	23.00	.65	—	8	8	48	—
Lowell (first men), . . . . .	—	—	28.00	.60	—	8	8	48	—
Lowell (other men), . . . . .	—	—	25.00	.60	—	8	8	48	—
New Bedford (first men), . . . . .	—	—	27.00	.50	.50	8	8	48	—
New Bedford (other men), . . . . .	—	—	25.00	.50	.50	8	8	48	—
Pittsfield (first men), . . . . .	—	—	25.00	.50	.50	8	8	48	—
Pittsfield (other men), . . . . .	—	—	24.00	.50	.50	8	8	48	—
Springfield (first men), . . . . .	—	—	26.00	.50	2 T	8	8	48	—
Springfield (other men), . . . . .	—	—	24.00	.50	2 T	8	8	48	—
Worcester (first men), . . . . .	—	—	24.00	.50	2 T	8	8	48	—
Worcester (other men), . . . . .	—	—	23.00	.50	2 T	8	8	48	—

<sup>1</sup> Minimum rate varies in different establishments.<sup>2</sup> On legal holidays and election days, regular rate for full day.<sup>3</sup> For 6 months, 48 hours a week, and for 6 months, 54 hours a week.

TABLE 4. FOOD, LIQUORS, AND TOBACCO — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sun-days and Holi-days	Mon-day to Fri-day	Sat-urday		
<b>Brewery Workmen — Con.</b>									
<i>Watchmen.</i>									
Boston, . . . . .	-	-	\$30.50	\$0.60	<sup>1</sup> \$0.60	2-	2-	2-	-
Lawrence, . . . . .	-	-	22.00	.65	-	12	12	<sup>3</sup> 84	-
Lowell, . . . . .	-	-	30.00	.60	-	4-	4-	4-	-
Pittsfield, . . . . .	-	-	23.00	.50	-	12	12	84	-
Worcester (inside), . . . . .	-	-	24.00	.50	-	8	8	56	-
Worcester (stable), . . . . .	-	-	24.00	.50	-	{ 8 9	8 9	<sup>6</sup> 56 63	-
<b>Creamery Workers.</b>									
Boston:									
Checkers (first three months), . . . . .	-	-	21.00	<sup>6</sup> Reg.	<sup>6</sup> Reg.	9	9	7 60	-
Checkers (after three months), . . . . .	-	-	23.00	<sup>6</sup> Reg.	<sup>6</sup> Reg.	9	9	7 60	-
Chestmen (first three months), . . . . .	-	-	22.00	<sup>6</sup> Reg.	<sup>6</sup> Reg.	9	9	7 60	-
Chestmen (after three months), . . . . .	-	-	24.00	<sup>6</sup> Reg.	<sup>6</sup> Reg.	9	9	7 60	-
Helpers, general (first three months), . . . . .	-	-	20.00	<sup>6</sup> Reg.	<sup>6</sup> Reg.	9	9	7 60	-
Helpers, general (after three months), . . . . .	-	-	22.00	<sup>6</sup> Reg.	<sup>6</sup> Reg.	9	9	7 60	-
Men in charge of departments, . . . . .	-	-	26.00	<sup>6</sup> Reg.	<sup>6</sup> Reg.	9	9	7 60	-
Milk tasters, . . . . .	-	-	25.00	<sup>6</sup> Reg.	<sup>6</sup> Reg.	9	9	7 60	-
Pasteurizers and separator men, . . . . .	-	-	25.00	<sup>6</sup> Reg.	<sup>6</sup> Reg.	9	9	7 60	-
<b>Fish Workers.</b>									
Boston:									
Fish handlers, . . . . .	-	-	18.00	.65	1.00	9½	5	52½	12
Gloucester:									
Fish handlers, . . . . .	\$0.40	\$3.60	21.60	.40	1½ T	9	8 9	8 54	8 6
Fish splitters, . . . . .	.45	4.05	24.30	.45	1½ T	9	9 9	8 54	8 6
On steam trawlers, . . . . .	-	-	40.00	.60	-	10-	-	-	-
<b>Meat Cutters and Butcher Workmen.</b>									
Boston:									
Sausage makers, . . . . .	-	-	18.00	1½ T	1½ T	9	5	50	12
Cambridge:									
Gatemen and general employees, . . . . .	.37½	3.00	18.00	11-	.75	8	8	48	-
Sausage makers, . . . . .	.37½	3.00	18.00	11-	.75	8	8	48	-
<b>Tobacco Strippers.</b>									
Boston:									
All-round strippers, . . . . .	-	-	<sup>12</sup> 10.00	2 T	2 T	8	5	45	12
All-round strippers and bookers, . . . . .	-	-	<sup>12</sup> 10.00	2 T	2 T	8	5	45	12
Binder strippers, . . . . .	-	-	<sup>12</sup> 10.00	2 T	2 T	8	5	45	12

<sup>1</sup> On legal holidays and election days, regular rate for full day.<sup>2</sup> Work 7 days a week.<sup>3</sup> Seven nights; one night off each two weeks.<sup>4</sup> Work 7 nights a week.<sup>6</sup> For 6 months, 56 hours a week, and for 6 months, 63 hours a week.<sup>6</sup> After November 30, 1918, 1½ T.<sup>7</sup> Six hours on Sunday.<sup>8</sup> Five hours on Saturday, 50 hours a week, during six months.<sup>9</sup> Receive \$40 a month and \$7 extra for every 1,000 fish caught.<sup>10</sup> When in port, work 9 hours a day.<sup>11</sup> 1½ T for first 2 hours; 1½ T thereafter.<sup>12</sup> On July 27, 1918, rate was increased \$2 a week.



TABLE 4. FOOD, LIQUORS, AND TOBACCO — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Tobacco Strippers — Con.</b>									
Boston — Con.									
Binder strippers (machine),	-	-	<sup>1</sup> \$11.00	2 T	2 T	8	5	45	12
Wrapper bookers,	-	-	<sup>1</sup> 11.00	2 T	2 T	8	5	45	12
Wrapper bookers and strippers,	-	-	<sup>1</sup> 10.00	2 T	2 T	8	5	45	12
Wrapper selectors and bookers,	-	-	<sup>1</sup> 12.00	2 T	2 T	8	5	45	12
Wrapper selectors and strippers,	-	-	<sup>1</sup> 11.00	2 T	2 T	8	5	45	12
Wrapper strippers,	-	-	<sup>1</sup> 10.00	2 T	2 T	8	5	45	12
Wrapper strippers (machine),	-	-	<sup>1</sup> 12.00	2 T	2 T	8	5	45	12

<sup>1</sup> On July 27, 1918, rate was increased \$2 a week.

TABLE 5. GARMENT TRADES.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
<b>Garment Workers.</b>										
<i>Clothing Cutters and Trimmers.</i>										
Boston:										
Cutters, . . . . .	-	-	\$27.00	1½ T	2 T	8¾	4¾	48	12	
Liners, . . . . .	-	-	22.00	1½ T	2 T	8¾	4¾	48	12	
Trimmers, . . . . .	-	-	19.00	1½ T	2 T	8¾	4¾	48	12	
Trimmers, junior, . . . . .	-	-	17.00	1½ T	2 T	8¾	4¾	48	12	
Trimming cutters (men's garments), . . . . .	-	-	22.00	1½ T	-	8¾	4¾	48	12	
Trimming cutters (women's garments), . . . . .	-	-	31.00	1½ T	-	9	4	49	12	
<i>Coat Makers.</i>										
Boston:										
Button sewers, . . . . .	-	-	16.00	1½ T	1½ T	9	4	49	12	
Coat cutters (men), . . . . .	-	-	33.00	1½ T	-	8¾	4¾	48	12	
Coat cutters (women), . . . . .	-	-	35.00	1½ T	-	9	4	49	12	
Coat makers, . . . . .	-	-	23.00	\$0.40	2 Reg.	8½	3 8½	3 51	8 -	
Piece pressers, . . . . .	-	-	17.00	-	-	8¾	4¾	48	12	
<i>Fur Workers.</i>										
Boston:										
Cutters, . . . . .	-	-	35.00	1½ T	-	4 9	4	48	12	
Finishers (men), . . . . .	-	-	25.00	1½ T	-	4 9	4	48	12	
Liners (women), . . . . .	-	-	16.00	1½ T	-	4 9	4	48	12	
Nailers, . . . . .	-	-	21.00	1½ T	-	4 9	4	48	12	
Operators, . . . . .	-	-	27.00	1½ T	-	4 9	4	48	12	
<i>Hat and Cap Makers.</i>										
Boston (cloth caps and hats):										
Cap blockers, . . . . .	-	-	{ \$ 20.00- 40.00 }	1½ T	1½ T	9	4	49	12	
Cap cutters (knife), . . . . .	-	-	{ \$ 20.00- 40.00 }	1½ T	1½ T	9	4	49	12	
Cap cutters (shears), . . . . .	-	-	{ \$ 20.00- 40.00 }	1½ T	1½ T	9	4	49	12	
Cutters and blockers, . . . . .	-	-	20.00	1½ T	1½ T	9	4	49	12	
Finishers, . . . . .	-	-	12.00	1½ T	1½ T	9	4	49	12	
Lining makers, . . . . .	-	-	12.00	1½ T	1½ T	9	4	49	12	
Machine operators, . . . . .	-	-	20.00	1½ T	1½ T	9	4	49	12	
Sweat band sewers, . . . . .	-	-	12.00	1½ T	1½ T	9	4	49	12	
Boston (straw hats):										
Blockers, . . . . .	-	-	24.00	1½ T	2 T	9	6 8	6 53	6 7	
Pressers, . . . . .	-	-	27.00	1½ T	2 T	9	6 8	6 53	6 7	
Sizers, . . . . .	-	-	20.00	1½ T	2 T	9	6 8	6 53	6 7	
Boston (velvet hats, operators), . . . . .	-	-	15.00	1½ T	2 T	9	6 8	6 53	6 7	
<i>Overall Workers.</i>										
Boston:										
Cutters (assistant), . . . . .	-	-	19.80	1½ T	2 T	8¾	3¾	48	12	
Cutters (head), . . . . .	-	-	28.60	1½ T	2 T	8¾	3¾	48	12	
North Brookfield (cutters), . . . . .	-	-	22.00	1½ T	-	8½ <sup>12</sup>	5½ <sup>12</sup>	48	12	
North Brookfield (examiners), . . . . .	-	-	12.00	1½ T	-	8½ <sup>12</sup>	5½ <sup>12</sup>	48	12	
<i>Pressers.</i>										
Boston:										
Pressers, coat, . . . . .	-	-	35.00	1½ T	1½ T	9	4	49	12	
Pressers, skirt, . . . . .	-	-	30.00	1½ T	1½ T	9	4	49	12	
Underpressers, coat, . . . . .	-	-	30.00	1½ T	1½ T	9	4	49	12	
Underpressers, skirt, . . . . .	-	-	25.00	1½ T	1½ T	9	4	49	12	

<sup>1</sup> Paid for Labor Day, but not for other holidays.<sup>2</sup> No Sunday work.<sup>3</sup> Work 5 hours on Saturday, 47½ hours a week, during 3 months.<sup>4</sup> Work 8 hours on Friday.<sup>5</sup> No agreement establishing a minimum; rates range from \$20 to \$40 per week, averaging \$37.50 per week.<sup>6</sup> Work 5 hours on Saturday, 50 hours a week, during 7 months.

TABLE 5. GARMENT TRADES — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Garment Workers — Con.</b>									
<i>Skirt Cutters.</i>									
Boston, . . . . .	-	-	\$31.00	1½ T	-	9	4	49	12
<i>Skirt Finishers.</i>									
Boston, . . . . .	-	-	16.00	1½ T	1 1½ T	9	4	49	12
<i>Tailors (Bushelmen).</i>									
Boston, . . . . .	-	-	23.00	\$0.40	2 Reg.	8½	3 8½	3 51	3 3
Brockton:									
Bushelmen and pressmen, first class shops, . . . . .	-	-	18.98	1½ T	-	9	9	54	-
Tailors (new work), first class shops, . . . . .	-	-	23.00	1½ T	-	9	9	54	-
Holyoke (men), . . . . .	-	-	20.00	.40	-	9	9	54	-
Holyoke (women), . . . . .	-	-	15.00	-	-	9	9	54	-
Lowell, . . . . .	-	-	23.00	-	-	4-	4-	54	12
North Adams, . . . . .	-	-	15.00	.35	\$0.35	10	10	60	-
Northampton, . . . . .	-	-	19.00	.40	-	10	10	60	-
Pittsfield, . . . . .	-	-	6 18.00	6-	-	10	10	60	-
Springfield (bushelmen):									
Custom shops, first class, . . . . .	-	-	18.00	Reg.	1½ T	10	10	60	-
Custom shops, second class, . . . . .	-	-	17.00	Reg.	1½ T	10	10	60	-
Ready-made stores (men), . . . . .	-	-	18.00	.40	2 T	9	12	57	-
Ready-made stores (women), . . . . .	-	-	12.00	.40	2 T	9	9	54	-
Ready-made stores (foremen), . . . . .	-	-	20.00	.40	2 T	9	12	57	-
Ready-made stores (pressmen), . . . . .	-	-	21.00	.40	2 T	9	12	57	-
<i>Waist and Dress Makers.</i>									
Boston:									
Buttonhole makers, . . . . .	-	-	11.50	-	-	7 9	4	48	12
Cutters, experienced, . . . . .	-	-	28.00	-	-	7 9	4	48	12
Drapers, . . . . .	-	-	15.00	-	-	7 9	4	48	12
Examiners, . . . . .	-	-	10.00	-	-	7 9	4	48	12
Finishers, . . . . .	-	-	10.00	-	-	7 9	4	48	12
Ironers, . . . . .	-	-	12.50	-	-	7 9	4	48	12
Machine operators, . . . . .	-	-	15.00	-	-	7 9	4	48	12
Pressers, under-, . . . . .	-	-	20.50	-	-	7 9	4	48	12
Pressers, upper-, . . . . .	-	-	24.50	-	-	7 9	4	48	12
Separate skirt makers (sample) who also work on dresses, . . . . .	-	-	24.50	-	-	7 9	4	48	12
Trimmers, hand, who also pin on trimmings, . . . . .	-	-	12.50	-	-	7 9	4	48	12
Trimmers, hand (others), . . . . .	-	-	11.50	-	-	7 9	4	48	12
Waist makers, . . . . .	-	-	16.00	-	-	7 9	4	48	12
Worcester (sample makers), . . . . .	-	-	16.00	2 T	2 T	9	4	49	12
<i>Waterproof Garment Workers.</i>									
Boston:									
Cutters, . . . . .	-	-	31.00	1½ T	2 T	7 9	4	48	12

1 Paid for Labor Day, but not for other holidays.

2 No Sunday work.

3 Work 5 hours on Saturday, 47½ hours a week, during 3 months.

4 Monday, 11 hours; Tuesday, Wednesday, and Friday, 9 hours; Thursday, 4 hours, and Saturday, 12 hours.

5 On September 16, 1918, rate was increased to \$21.

6 On September 15, 1918, overtime rate was increased to 45 cents an hour.

7 Work 8 hours on Friday.

TABLE 6. METALS AND MACHINERY.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Work-ing Days	Sun-days and Holi-days	Mon-day to Fri-day	Sat-urday			
<b>Blacksmiths and Helpers.</b>										
Boston:										
Boltmakers, . . . . .	1 \$0.72½	—	—	1½ T	2 —	8	8	48	3	
Boltmakers' helpers, . . .	1.46	—	—	1½ T	2 —	8	8	48	3	
Drop forgers, . . . . .	1.70	—	—	1½ T	2 —	8	8	48	3	
Drop forgers' helpers, . . .	1.50	—	—	1½ T	2 —	8	8	48	3	
Hammer and machine forgers (heavy), . . . . .	1 1.35	—	—	1½ T	2 —	8	8	48	3	
Hammer runners (heavy), . .	1.55	—	—	1½ T	2 —	8	8	48	3	
Heaters, . . . . .	1.55	—	—	1½ T	2 —	8	8	48	3	
Heavy fires, . . . . .	1.87½	—	—	1½ T	2 —	8	8	48	3	
Heavy fires (helpers), . . .	1.55	—	—	1½ T	2 —	8	8	48	3	
Laborers, . . . . .	1.40	—	—	1½ T	2 —	8	8	48	3	
Levermen or cranemen, . . .	1.70	—	—	1½ T	2 —	8	8	48	3	
Levermen's or cranemen's helpers, . . . . .	1.50	—	—	1½ T	2 —	8	8	48	3	
Liner forgers, . . . . .	1.55	—	—	1½ T	2 —	8	8	48	3	
Liner forgers' helpers, . . .	1.46	—	—	1½ T	2 —	8	8	48	3	
Other fires, . . . . .	1.72½	—	—	1½ T	2 —	8	8	48	3	
Other fires (helpers), . . . .	1.46	—	—	1½ T	2 —	8	8	48	3	
Lowell:										
Blacksmiths, . . . . .	.566	—	—	1½ T	2 T	8	8	48	—	
Blacksmiths' helpers, . . . .	.41	—	—	1½ T	2 T	8	8	48	—	
Hardeners (first class), . . .	.523	—	—	1½ T	2 T	8	8	48	—	
Hardeners (second class), . .	.44	—	—	1½ T	2 T	8	8	48	—	
Pittsfield:										
Blacksmiths (first class), . .	.52½	\$4.77	\$26.26	\$0.76¼	\$0.76¼	9	5	50	12	
Welders (day work), . . . .	.50	4.50	25.00	.75	.75	9	5	50	12	
Quincy, . . . . .	.72½	—	—	1½ T	2 T	8	3½	3½	3½	
Quincy (helpers), . . . . .	.46	—	—	1½ T	2 T	8	3½	3½	3½	
Shelburne:										
Drop hammerers, . . . . .	.32½	3.25	19.50	Reg.	Reg.	10	10	60	6	
Rolling mill workers, . . . .	.32½	3.25	19.50	Reg.	Reg.	10	10	60	6	
Trip hammerers, . . . . .	.32½	3.25	19.50	Reg.	Reg.	10	10	60	6	
Springfield:										
Blacksmiths, . . . . .	.50	—	—	2 T	2 T	9	5	50	12	
Blacksmiths' helpers, . . . .	.35	—	—	2 T	2 T	9	5	50	12	
<b>Boilermakers and Helpers.</b>										
Boston:										
Boilermakers, . . . . .	.70	—	—	1½ T	2 T	8	8	48	3	
Boilermakers' helpers, . . .	.46	—	—	1½ T	2 T	8	8	48	3	
Calkers, . . . . .	.70	—	—	1½ T	2 T	8	8	48	3	
Chippers, . . . . .	.70	—	—	1½ T	2 T	8	8	48	3	
Drillers, . . . . .	.60	—	—	1½ T	2 T	8	8	48	3	
Flange turners, . . . . .	.75	—	—	1½ T	2 T	8	8	48	3	
Holders-on, . . . . .	.50	—	—	1½ T	2 T	8	8	48	3	
Planer hands, . . . . .	.55	—	—	1½ T	2 T	8	8	48	3	
Rivet heaters, . . . . .	.40	—	—	1½ T	2 T	8	8	48	3	
Slab furnace men, . . . . .	.75	—	—	1½ T	2 T	8	8	48	3	
Framingham, . . . . .	.30	2.70	15.00	4 —	4 —	9	6 9	54	6 3	
New Bedford, . . . . .	.55	4.95	27.50	2 T	2 T	9	5	50	12	
New Bedford (helpers), . . .	.40½	3.64½	20.25	2 T	2 T	9	5	50	12	
<b>Can Makers.</b>										
Boston,										
	{ .68	{ 3.00	{ 18.00	1½ T	1½ T	7 9	4½	50	12	
	.47	4.00	23.00							
	.55	5.00	27.00							

1 Rate awarded by Shipping Board.

2 2 T on Sundays; members working for the Government are paid for holidays; when they work on holidays, they are paid 1½ T extra.

3 During 3 months, work 4 hours on Saturday, 44 hours a week.

4 1½ T for shop work, 2 T for outside work.

5 During 3 months, work 5 hours on Saturday, 50 hours a week.

6 Range of rates according to work; no scale.

7 Work 9½ hours on Friday.

TABLE 6. METALS AND MACHINERY—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Cutting Die and Cutter Makers.</b>									
Brockton:									
Finishers, . . . . .	—	—	<sup>1</sup> \$22.00	1½ T	2 T	8½	4½	48	12
Forgers, . . . . .	—	—	<sup>1</sup> \$30.35	1½ T	2 T	8½	4½	48	12
Grinders, . . . . .	—	—	<sup>1</sup> \$19.21	1½ T	2 T	8½	4½	48	12
Polishers, . . . . .	—	—	<sup>1</sup> \$19.21	1½ T	2 T	8½	4½	48	12
Haverhill, . . . . .	<sup>2</sup> \$0.50 .65 .70	—	—	1½ T	2 T	8½	4½	48	12
Lowell:									
Finishers, . . . . .	.53	—	—	1½ T	2 T	8	8	48	—
Gaugers, . . . . .	.53	—	—	1½ T	2 T	8	8	48	—
Grinders, . . . . .	.50	—	—	1½ T	2 T	8	8	48	—
Polishers, . . . . .	.50	—	—	1½ T	2 T	8	8	48	—
Reducers, . . . . .	.52	—	—	1½ T	2 T	8	8	48	—
Roughers-out, . . . . .	.52	—	—	1½ T	2 T	8	8	48	—
Marlborough:									
Finishers, . . . . .	—	\$3.60	21.60	1½ T	2 T	8½	4½	48	12
Forgers, . . . . .	—	5.00	30.00	1½ T	2 T	8½	4½	48	12
Worcester (apprentices), . . . . .	—	2.25	—	1½ T	2 T	8½	4½	48	12
<b>Electrical Workers.</b>									
Lowell, . . . . .	<sup>3</sup> .60	—	—	1½ T	2 T	8	4	44	12
Lowell (helpers), . . . . .	.35	—	—	1½ T	2 T	8	4	44	12
Pittsfield:									
Cable splicers, . . . . .	.30	2.70	15.00	1½ T	1½ T	9	5	50	12
Cranemen, . . . . .	.40	3.60	20.00	1½ T	1½ T	9	5	50	12
Wiremen, . . . . .	.35	3.15	17.50	1½ T	1½ T	9	5	50	12
Wiremen's helpers, . . . . .	.28	2.52	14.00	1½ T	1½ T	9	5	50	12
Quincy (cranemen), . . . . .	.70	—	—	1½ T	2 T	8	6	<sup>4</sup> 54	12
<b>Firemen, Stationary.</b>									
Lowell:									
Firemen, . . . . .	—	—	<sup>5</sup> \$25.50 26.88 28.00	— — 1½ T	— — 2 T	8 8 8	8 8 8	48 <sup>6</sup> 56 48	—
<b>Gold Beaters.</b>									
Boston, . . . . .	—	—	28.00	—	—	9½	<sup>5</sup> 6	<sup>52</sup> ½ <sup>53</sup> ½	12
<b>Horseshoers.</b>									
Boston, . . . . .	—	—	26.00	<sup>7</sup> \$0.60	—	9	5	50	12
Boston (firemen and floor-men), . . . . .	—	—	26.00	<sup>7</sup> .60	—	9	5	50	12
Holyoke (firemen and floor-men), . . . . .	.50	4.50	25.00	.75	\$0.75	9	5	50	12
Springfield (firemen and floor-men), . . . . .	—	—	25.00	.75	<sup>8</sup> —	9	5	50	12
<b>Machinists.</b>									
Apprentices.									
Fall River, . . . . .	<sup>2</sup> .15 .25	—	—	9—	—	9¾	5¼	54	12
Springfield, . . . . .	.20- .32	—	—	1½ T	2 T	8	8	48	—

<sup>1</sup> Prevailing rate; no agreement establishing a minimum.

<sup>2</sup> Prevailing range of rates; no agreement establishing a minimum.

<sup>3</sup> Seventy-five cents per hour effective October 14, 1918.

<sup>4</sup> Work 8 hours on Sunday.

<sup>5</sup> Rates vary in different shops.

<sup>6</sup> Two companies require 7-day week.

<sup>7</sup> No overtime in summer; 60 cents per hour in winter.

<sup>8</sup> No work on Sundays or holidays, but are paid for holidays.

<sup>9</sup> Overtime, 1¼ T in some establishments; 1½ T in others.

TABLE 6. METALS AND MACHINERY — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Work- ing Days	Sund- days and Holi- days	Mon- day to Fri- day	Sat- urday		
<b>Machinists — Con.</b>									
<b>Apprentices — Con.</b>									
Worcester:									
First year, . . . . .	\$0.22	-	-	1½ T	2 T	9	3	48	12
Second year, . . . . .	.28	-	-	1½ T	2 T	9	3	48	12
Third year, . . . . .	.33	-	-	1½ T	2 T	9	3	48	12
Fourth year, . . . . .	.38	-	-	1½ T	2 T	9	3	48	12
<b>Assemblers.</b>									
Lynn, . . . . .	.33	-	-	1½ T	-	9	5	50	12
Taunton (Union A), . . .	.27½	-	-	1½ T	1-	9	4½	49½	12
<b>Filers.</b>									
Taunton (Union A), . . .	.30	-	-	1½ T	1-	9	4½	49½	12
<b>Hardeners.</b>									
Springfield, . . . . .	{ .56- .62 }	-	-	1½ T	2 T	8	8	48	-
<b>Helpers.</b>									
Fall River, . . . . .	2.25	-	-	3-	-	9¾	5¼	54	12
Quincy, . . . . .	.46	-	-	1½ T	2 T	9½	5	52½	12
Springfield, . . . . .	{ .30- .35 }	-	-	1½ T	2 T	8	8	48	-
Taunton (Union A), . . .	.30	-	-	1½ T	1-	9	4½	49½	12
Taunton (Union B), . . .	2.35	-	-	1½ T	2 T	4 9	4 4½	4 49½	12
<b>Lathe Hands.</b>									
Lynn, . . . . .	.33	-	-	1½ T	-	9	5	50	12
Taunton (Union A), . . .	.39	-	-	1½ T	1-	9	4½	49½	12
<b>Machine Operators.</b>									
Taunton (Union A), . . .	.27½	-	-	1½ T	1-	9	4½	49½	12
<b>Machinists (All-round).</b>									
Boston (Union A), . . .	.55	\$4.95	\$29.70	1½ T	1½ T	9	8	53	-
Boston (Union B), . . .	{ .60 .65 }	-	-	1½ T	2 T	7 8 8½	5 4½	45 48	12
Brockton, . . . . .	-	-	26.25	-	-	9	5	50	12
Fall River, . . . . .	{ .30- .50 }	-	-	3-	-	9¾	5¼	54	12
Holyoke, . . . . .	.50	-	-	1½ T	1½ T	9	5	50	12
Ludlow (first class), . . .	.62	6.20	33.48	1½ T	2 T	10	4	54	12
Ludlow (second class), . .	.50	5.00	27.00	1½ T	2 T	10	4	54	12
Lynn (Union A), . . . . .	.60	5.40	-	\$0.90	-	9	5	50	12
Lynn (Union B), . . . . .	38½	-	-	1½ T	-	9	5	50	12
New Bedford, . . . . .	.52	-	-	1½ T	1½ T	9	9	54	-
Peabody, . . . . .	{ .45- .60 }	-	-	1½ T	1½ T	9	5	50	12
Quincy, . . . . .	.62½	-	-	1½ T	2 T	9½	5	52½	12
Springfield (first class), .	{ .54- .60 }	-	-	1½ T	2 T	8	8	48	-
Springfield (second class),	{ .46- .52 }	-	-	1½ T	2 T	8	8	48	-
Taunton (Union B), . . .	{ .45- .60 }	-	-	-	-	4 9	4 4½	4 49½	12

1 In some shops, 1½ T; in others, 2 T.

2 Prevailing rate; no agreement establishing a minimum.

3 Overtime, 1¼ T in some establishments; 1½ T in others.

4 8-hour day (48-hour week) on Government work.

5 Work 53 hours a week, but are paid for 54 hours.

6 Minimum rates in different establishments.

7 Hours vary in different establishments.

8 Prevailing rates in different establishments; no agreement establishing a minimum.

9 Prevailing range of rates; no agreement establishing a minimum.

TABLE 6. METALS AND MACHINERY—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Work- ing Days	Sun- days and Holi- days	Mon- day to Fri- day	Sat- urday		
<b>Machinists — Con.</b>									
<i>Machinists (All-round) — Con.</i>									
Waltham, . . . . .	\$0.60	\$6.00	\$33.00	1½ T	1½ T	10	5	55	12
Westborough, . . . . .	.50	4.25	24.00	1½ T	1½ T	8½	5½	48	12
Westfield, . . . . .	.62	5.58	—	1½ T	2 T	9	1 9	54	13
Worcester, . . . . .	.50	—	—	1½ T	2 T	9	3	48	12
<i>Planer Hands.</i>									
Lynn, . . . . .	.38½	—	—	1½ T	—	9	5	50	12
Springfield, . . . . .	2.54- }	—	—	1½ T	2 T	8	8	48	—
Taunton (Union A), . . . . .	.60 .40	—	—	1½ T	3 —	9	4½	49½	12
<i>Specialists.</i>									
Boston (Union B), . . . . .	.65	—	—	1½ T	2 T	8½	4½	48	12
Quincy, . . . . .	.52	—	—	1½ T	2 T	9½	5	52½	12
Worcester, . . . . .	.40	—	—	1½ T	2 T	9	3	48	12
<i>Stampers.</i>									
Springfield, . . . . .	.42	—	—	1½ T	2 T	8	8	48	—
<i>Stock Men.</i>									
Springfield, . . . . .	.40	—	—	1½ T	2 T	8	8	48	—
<i>Tool Makers.</i>									
Lynn, . . . . .	.44	—	—	1½ T	—	9	5	50	12
Peabody, . . . . .	.60	—	—	1½ T	1½ T	9	5	50	12
Quincy, . . . . .	.72½	—	—	1½ T	2 T	9½	5	52½	12
Taunton (Union B), . . . . .	5.50- }	—	—	1½ T	2 T	6 9	6 4½	6 49½	12
Westborough, . . . . .	.63	4 67½	26.40	1½ T	1½ T	8½	5½	48	12
Worcester, . . . . .	.55 .60	—	—	1½ T	2 T	9	3	48	12
<i>Turners.</i>									
Lynn, . . . . .	.35¾	—	—	1½ T	—	9	5	50	12
Taunton (Union A), . . . . .	.45	—	—	1½ T	7 —	9	4½	49½	12
<b>Metal Polishers, Buffers, and Platers.</b>									
<i>Apprentices.</i>									
Boston, . . . . .	—	{ \$ 1.75- 3.75 }	—	1½ T	2 T	8	8	48	—
<i>Brass Finishers.</i>									
Boston, . . . . .	—	—	25.00	1½ T	2 T	8	8	48	—
<i>Buffers.</i>									
Boston, . . . . .	—	—	25.00	1½ T	2 T	8	8	48	—
Taunton, . . . . .	.44½	4.00	24.00	1½ T	2 T	9	9	54	—
Watertown, . . . . .	—	4.25	—	—	—	9	9	54	—
Westfield, . . . . .	.60	5.40	32.40	1½ T	2 T	9	9 9	54	9 3
<i>Platers.</i>									
Boston, . . . . .	—	—	25.00	1½ T	2 T	8	8	48	—
Taunton, . . . . .	.50	4.50	27.00	1½ T	2 T	9	9	54	—
Watertown, . . . . .	—	4.25	—	—	—	9	9	54	—

<sup>1</sup> 9-hour day except during June, July, and August, when men work 5 hours on Saturday and 4½ hours on Sunday, 54½ hours a week.

<sup>2</sup> Range of rates.

<sup>3</sup> In some shops 1½ T; in others, 2 T.

<sup>4</sup> Prevailing rate; no agreement establishing a minimum.

<sup>5</sup> Prevailing range of rates; no agreement establishing a minimum.

<sup>6</sup> 8-hour day (48-hour week) on Government work.

<sup>7</sup> In some shops, 1½ T; in others, 2 T.

<sup>8</sup> Rates increase gradually during first three years from \$1.75 a day to \$3.75.

<sup>9</sup> During 3 months, work 5 hours on Saturday, 50 hours a week.

TABLE 6. METALS AND MACHINERY — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Metal Polishers, Buffers, and Platers — Con.</b>									
<i>Polishers.</i>									
Amesbury, . . . . .	\$0.44 $\frac{1}{2}$	\$4.00	\$24.00	1 $\frac{1}{2}$ T	2 T	9	9	54	—
Boston, . . . . .	—	—	25.00	1 $\frac{1}{2}$ T	2 T	8	8	48	—
Montague, . . . . .	.48 $\frac{2}{3}$	4.38	—	1 $\frac{1}{2}$ T	—	9	9	54	—
Northampton, . . . . .	.49	4.40	26.40	\$0.73 $\frac{1}{2}$	—	9	1 $\frac{1}{2}$	1 $\frac{1}{2}$ 54	1 $\frac{1}{2}$ 3
Pittsfield, . . . . .	2.50	24.50	25.00	1 $\frac{1}{2}$ T	—	9	5	50	12
Springfield, . . . . .	1.48	—	—	1 $\frac{1}{2}$ T	2 T	8 $\frac{2}{3}$	4 $\frac{2}{3}$	48	12
	.58	—	—	1 $\frac{1}{2}$ T	2 T	8 $\frac{2}{3}$	4 $\frac{2}{3}$	48	12
	.60	—	—	1 $\frac{1}{2}$ T	2 T	9	5	50	—
Taunton, . . . . .	.44 $\frac{1}{2}$	4.00	24.00	1 $\frac{1}{2}$ T	2 T	9	9	54	—
Watertown, . . . . .	—	4.00	—	—	—	9	9	54	—
Westfield, . . . . .	.60	5.40	32.40	1 $\frac{1}{2}$ T	2 T	9	1 $\frac{1}{2}$	1 $\frac{1}{2}$ 54	1 $\frac{1}{2}$ 3
<b>Molders.</b>									
<i>Brass Molders.</i>									
Boston, . . . . .	—	5.25	—	1 $\frac{1}{2}$ T	2 T	9	9	54	—
Chelsea, . . . . .	—	5.00	—	1 $\frac{1}{2}$ T	2 T	9	9	54	—
Lawrence, . . . . .	.58 $\frac{1}{3}$	5.54	31.50	1 $\frac{1}{2}$ T	2 T	9 $\frac{1}{2}$	6 $\frac{1}{2}$	54	12
Lowell, . . . . .	—	5.25	—	1 $\frac{1}{2}$ T	2 T	9	9	54	—
Salem, . . . . .	—	5.25	—	1 $\frac{1}{2}$ T	2 T	9	9	54	—
Springfield, . . . . .	—	5.00	—	1 $\frac{1}{2}$ T	2 T	9	9	54	—
<i>Coremakers.</i>									
Boston (brass), . . . . .	—	5.25	—	1 $\frac{1}{2}$ T	2 T	9	9	54	—
Chicopee, . . . . .	—	5.00	—	1 $\frac{1}{2}$ T	2 T	9	9	54	—
Fall River (iron), . . . . .	—	5.00	30.00	1 $\frac{1}{2}$ T	2 T	9	9	54	—
Franklin (iron), . . . . .	.55 $\frac{1}{2}$	5.00	30.00	1 $\frac{1}{2}$ T	2 T	9	9	54	—
Greenfield, . . . . .	.55 $\frac{1}{2}$	5.00	30.00	1 $\frac{1}{2}$ T	2 T	9	5	50	12
Lawrence (brass and iron), . . . . .	.58 $\frac{2}{3}$	5.54	31.50	1 $\frac{1}{2}$ T	2 T	9 $\frac{1}{2}$	6 $\frac{1}{2}$	54	12
Lowell, . . . . .	—	5.25	—	1 $\frac{1}{2}$ T	2 T	9	9	54	—
Newburyport, . . . . .	.58 $\frac{1}{3}$	5.54	31.50	1 $\frac{1}{2}$ T	2 T	9 $\frac{1}{2}$	6 $\frac{1}{2}$	54	12
Northampton, . . . . .	—	5.00	30.00	1 $\frac{1}{2}$ T	—	9	1 $\frac{1}{2}$	1 $\frac{1}{2}$ 54	1 $\frac{1}{2}$ 3
Norwood, . . . . .	—	5.00	—	1 $\frac{1}{2}$ T	2 T	9	8	53	—
Pittsfield (iron), . . . . .	.46	4.14	24.84	1 $\frac{1}{2}$ T	1 $\frac{1}{2}$ T	5 $\frac{1}{2}$	5 $\frac{1}{2}$	54	5 $\frac{1}{2}$ 4
Plymouth (iron), . . . . .	—	5.00	30.00	1 $\frac{1}{2}$ T	2 T	9	9	54	—
Springfield (brass and iron), . . . . .	—	5.00	—	1 $\frac{1}{2}$ T	2 T	9	9	54	—
Taunton (iron), . . . . .	—	5.00	—	1 $\frac{1}{2}$ T	2 T	9	9	54	—
Worcester (iron), . . . . .	—	5.25	—	1 $\frac{1}{2}$ T	2 T	9	9	54	—
<i>Iron Molders.</i>									
Boston, . . . . .	—	5.25	—	1 $\frac{1}{2}$ T	2 T	9	9	54	—
Chicopee, . . . . .	—	5.00	—	1 $\frac{1}{2}$ T	2 T	9	9	54	—
Fall River, . . . . .	—	5.00	30.00	1 $\frac{1}{2}$ T	2 T	9	9	54	—
Fitchburg, . . . . .	—	5.00	30.00	1 $\frac{1}{2}$ T	2 T	9	9	54	—
Franklin, . . . . .	.55 $\frac{1}{2}$	5.00	30.00	1 $\frac{1}{2}$ T	2 T	9	9	54	—
Greenfield, . . . . .	.55 $\frac{1}{2}$	5.00	30.00	1 $\frac{1}{2}$ T	2 T	9	5	50	12
Lawrence, . . . . .	.58 $\frac{2}{3}$	5.54	31.50	1 $\frac{1}{2}$ T	2 T	9 $\frac{1}{2}$	6 $\frac{1}{2}$	54	12
Lowell, . . . . .	—	5.25	—	1 $\frac{1}{2}$ T	2 T	9	9	54	—
Newburyport, . . . . .	.58 $\frac{1}{3}$	5.54	31.50	1 $\frac{1}{2}$ T	2 T	9 $\frac{1}{2}$	6 $\frac{1}{2}$	54	12
North Adams, . . . . .	.55 $\frac{5}{6}$	5.00	30.00	1 $\frac{1}{2}$ T	2 T	9	9	54	—
Northampton, . . . . .	—	5.00	30.00	1 $\frac{1}{2}$ T	—	9	1 $\frac{1}{2}$	1 $\frac{1}{2}$ 54	1 $\frac{1}{2}$ 3
Norwood, . . . . .	—	5.00	—	1 $\frac{1}{2}$ T	2 T	9	8	53	—
Pittsfield, . . . . .	.46	4.14	24.84	1 $\frac{1}{2}$ T	1 $\frac{1}{2}$ T	5 $\frac{1}{2}$	5 $\frac{1}{2}$	54	5 $\frac{1}{2}$ 4
Plymouth, . . . . .	—	5.00	30.00	1 $\frac{1}{2}$ T	2 T	9	9	54	—
Salem, . . . . .	—	5.25	—	1 $\frac{1}{2}$ T	2 T	9	9	54	—
Springfield, . . . . .	—	5.00	—	1 $\frac{1}{2}$ T	2 T	9	9	54	—
Taunton, . . . . .	—	5.00	—	1 $\frac{1}{2}$ T	2 T	9	9	54	—
Wakefield, . . . . .	—	5.00	—	1 $\frac{1}{2}$ T	2 T	9	9	54	—
Waltham, . . . . .	—	5.25	—	1 $\frac{1}{2}$ T	2 T	9	9	54	—

<sup>1</sup> During 3 months, work 5 hours on Saturday, 50 hours a week.

<sup>2</sup> Mostly piece work.

<sup>3</sup> Rates and hours vary in different plants.

<sup>4</sup> Work 50 hours a week, but are paid for 54 hours.

<sup>5</sup> During 4 months, work 10 hours on 5 days, 4 hours on Saturday, 54 hours a week.



TABLE 6. METALS AND MACHINERY—CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Molders — Con.</b>									
<i>Iron Molders — Con.</i>									
Watertown, . . . . .	—	\$5.00	—	1½ T	2 T	8½	8½	51	—
Westfield, . . . . .	\$0.55 <sup>3</sup> / <sub>4</sub>	5.00	\$30.00	\$0.75	\$1.00	9	9	54	—
Westfield (rammers), . . . . .	.55 <sup>3</sup> / <sub>4</sub>	5.00	30.00	.75	1.00	9	9	54	—
Worcester, . . . . .	—	5.25	—	1½ T	2 T	9	9	54	—
<i>Molding Machine Operators.</i>									
Lowell, . . . . .	—	5.25	—	1½ T	2 T	9	9	54	—
Plymouth, . . . . .	—	5.00	30.00	1½ T	2 T	9	9	54	—
Taunton, . . . . .	—	5.00	—	1½ T	2 T	9	9	54	—
Westfield, . . . . .	.55 <sup>3</sup> / <sub>4</sub>	5.00	30.00	1½ T	2 T	9	9	54	—
<b>Pattern Makers.<sup>1</sup></b>									
Springfield, . . . . .	.75	—	—	2 T	2 T	8 <sup>3</sup> / <sub>4</sub>	8 <sup>3</sup> / <sub>4</sub>	48	2—
						8 <sup>3</sup> / <sub>4</sub>	4 <sup>3</sup> / <sub>4</sub>	48	12
<b>Plumbers and Steam Fitters.</b>									
Pittsfield:									
Gang bosses, . . . . .	.52	4.68	26.00	1½ T	1½ T	9	5	50	12
Plumbers, . . . . .	.46	4.14	23.00	1½ T	1½ T	9	5	50	12
Sheet metal workers, . . . . .	.50	4.50	25.00	1½ T	1½ T	9	5	50	12
Sheet metal workers' helpers, . . . . .	.30	2.70	15.00	1½ T	1½ T	9	5	50	12
Steam fitters, . . . . .	.46	4.14	23.00	1½ T	1½ T	9	5	50	12
Steam fitters' helpers, . . . . .	.30	—	—	1½ T	1½ T	9	5	50	12
<b>Sheet Metal Workers.</b>									
Lowell (first class), . . . . .	.68	—	—	1½ T	2 T	—	—	48	—
Lowell (second class), . . . . .	.60	—	—	1½ T	2 T	—	—	48	—
Lowell (first year), . . . . .	.25	—	—	1½ T	2 T	—	—	48	—
Lowell (cartridge solderers), . . . . .	.50	—	—	1½ T	2 T	—	—	48	—
Springfield (bench workers), . . . . .	.40	—	—	1½ T	2 T	8 <sup>3</sup> / <sub>4</sub>	4 <sup>3</sup> / <sub>4</sub>	48	12
<b>Stove Mounters.</b>									
Taunton, . . . . .	.40	3.60	—	1½ T	1½ T	9	9	54	—
Watertown, . . . . .	—	3.62	—	1½ T	2 T	9	9	54	—
<b>Stove Supply Handlers.</b>									
<i>Shippers.</i>									
Boston:									
Ten to twelve years, . . . . .	—	—	18.00	1½ T	2 T	3 9½	3 9½	3 57	5
Twelve to fifteen years, . . . . .	—	—	21.00	1½ T	2 T	3 9½	3 9½	3 57	5
Fifteen years or more, . . . . .	—	—	24.00	1½ T	2 T	3 9½	3 9½	3 57	5
<i>Stockmen.</i>									
Boston:									
Six to nine years, . . . . .	—	—	16.50	1½ T	2 T	3 9½	3 9½	3 57	5
Nine to twelve years, . . . . .	—	—	18.00	1½ T	2 T	3 9½	3 9½	3 57	5
Twelve to fifteen years, . . . . .	—	—	19.50	1½ T	2 T	3 9½	3 9½	3 57	5
Fifteen years or more, . . . . .	—	—	22.50	1½ T	2 T	3 9½	3 9½	3 57	5

<sup>1</sup> See also on page 93 for rates for wood pattern makers.

<sup>2</sup> In job shops, work eight hours a day, 48 hours a week during entire year; in manufacturing shops, work 8½ hours a day on five days a week and 4½ hours on Saturday during entire year.

<sup>3</sup> During five months, work 8½ hours on five days, 5½ hours on Saturday, 48 hours a week.

TABLE 7. PAPER AND PULP MANUFACTURING.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Work- ing Days	Sun- days and Holi- days	Mon- day to Fri- day	Sat- urday		
<b>Paper Makers.</b>									
<i>Backtenders.</i>									
Fitchburg, . . . . .	\$0.41 $\frac{7}{8}$	\$3.35	\$20.10	-	-	8	8	48	-
Holyoke: . . . . .									
Coarse mill, . . . . .	.50	4.00	24.00	2 T	2 T	8	8	48	-
Fine mill, . . . . .	.47	3.76	22.56	2 T	2 T	8	8	48	-
Large machine, . . . . .	.53	4.24	25.44	2 T	2 T	8	8	48	-
Montague (Union A, coarse mill), . . . . .	.53	4.24	25.44	Reg.	1 $\frac{1}{2}$ T	8	8	48	-
Montague (Union A, small machine), . . . . .	.50	4.00	24.00	2 T	1 $\frac{1}{2}$ T	8	8	48	-
Montague (Union C), . . . . .	-	{ 3.57 $\frac{1}{2}$ 4.00 }	-	1 $\frac{1}{2}$ T	2 T	8	8	48	-
<i>Beater Engineers.</i>									
Montague (first helpers, Union C), . . . . .	-	3.30	-	1 $\frac{1}{2}$ T	2 T	8	8	48	-
Montague (second helpers, Union C), . . . . .	-	3.20	-	1 $\frac{1}{2}$ T	2 T	8	8	48	-
<i>Beatermen.</i>									
Fitchburg, . . . . .	.43 $\frac{3}{8}$	3.45	20.70	-	-	8	8	48	-
Holyoke, . . . . .	.66	5.28	31.68	2 T	2 T	8	8	48	-
Montague (Union A), . . . . .	.59	4.72	28.32	Reg.	1 $\frac{1}{2}$ T	8	8	48	-
Montague (Union B), . . . . .	.66	5.28	31.68	2 T	2 T	8	8	48	-
Montague (Union C), . . . . .	-	{ 4.90 6.05 }	-	1 $\frac{1}{2}$ T	2 T	8	8	48	-
<i>Beatermen's Helpers.</i>									
Fitchburg, . . . . .	.37 $\frac{1}{2}$	3.00	18.00	-	-	8	8	48	-
<i>Calender Workers.</i>									
Fitchburg, . . . . .	.43 $\frac{3}{8}$	3.45	20.70	-	-	8	8	48	-
Fitchburg (helpers), . . . . .	.37 $\frac{1}{2}$	3.00	18.00	-	-	8	8	48	-
Holyoke (sheet calender helpers), . . . . .	.40	-	20.00	2 T	2 T	9	5	50	12
Montague (sheet calender workers, women) (Union C), . . . . .	-	-	13.20	1 $\frac{1}{2}$ T	2 T	9	5	50	12
Montague (super-calender men, Union C), . . . . .	-	-	20.13	1 $\frac{1}{2}$ T	2 T	9	5	50	12
<i>Counters.</i>									
Holyoke, . . . . .	.47	-	23.50	2 T	2 T	9	5	50	12
<i>Cutters, Paper.</i>									
Holyoke (women), . . . . .	.28	2.52	14.00	2 T	2 T	9	5	50	12
Montague (women, Union C), . . . . .	-	-	15.40	1 $\frac{1}{2}$ T	2 T	9	5	50	12
<i>Finishers.</i>									
Fitchburg, . . . . .	.43 $\frac{3}{8}$	3.45	20.70	-	-	8	8	48	-
<i>Fourth Hands.</i>									
Holyoke, . . . . .	.43	3.44	20.64	2 T	2 T	8	8	48	-
Montague (large machine, Union A), . . . . .	.42	3.36	20.16	2 T	2 T	8	8	48	-
<i>Knife Men.</i>									
Holyoke, . . . . .	.51	-	25.50	2 T	2 T	9	5	50	12
<i>Loftmen.</i>									
Holyoke (day work), . . . . .	.42	-	21.00	2 T	2 T	9	5	50	12
Holyoke (tour work), . . . . .	.44	-	21.12	2 T	2 T	8	8	48	-
Montague (Union C), . . . . .	.37 $\frac{3}{8}$	-	-	1 $\frac{1}{2}$ T	2 T	8	8	48	-

<sup>1</sup> Minimum rates in different establishments.

TABLE 7. PAPER AND PULP MANUFACTURING—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Paper Makers — Con.</b>									
<i>Machine Tenders.</i>									
Fitchburg, . . . . .	\$0.55 <sup>3</sup> / <sub>8</sub>	\$4.45	\$26.70	-	-	8	8	48	-
Holyoke: . . . . .									
Coarse machine, . . . .	.69	5.52	33.12	2 T	2 T	8	8	48	-
Fine machine, . . . . .	.66	5.28	31.68	2 T	2 T	8	8	48	-
Large machine, . . . . .	.72	5.76	34.56	2 T	2 T	8	8	48	-
Small machine, . . . . .	.62	4.96	29.76	2 T	2 T	8	8	48	-
Montague (Union A, large machine), . . . . .	.68	5.44	32.64	Reg.	1½ T	8	8	48	-
Montague (Union A, small machine), . . . . .	.65	5.20	31.20	Reg.	1½ T	8	8	48	-
Montague (Union B), . . . .	.66	5.28	31.68	2 T	2 T	8	8	48	-
Montague (Union C), . . . .	- {	<sup>1</sup> 5.22 <sup>1</sup> / <sub>2</sub> 6.05 }	-	1½ T	2 T	8	8	48	-
<i>Platers, Paper.</i>									
Montague (men, Union C), . .	-	-	21.15	1½ T	2 T	9	5	50	12
Montague (women, Union C), .	-	- {	<sup>1</sup> 12.20 13.75 }	1½ T	2 T	9	5	50	12
<i>Rag Room Girls.</i>									
Montague (Union C), . . . .	-	-	11.00	1½ T	2 T	9	5	50	12
<i>Sealers.</i>									
Holyoke, . . . . .	.43	-	21.50	2 T	2 T	9	5	50	12
Montague (Union C, women), .	-	-	15.40	1½ T	2 T	9	5	50	12
<i>Shippers.</i>									
Holyoke, . . . . .	.51	-	25.50	2 T	2 T	9	5	50	12
Holyoke (helpers), . . . . .	.43	-	21.50	2 T	2 T	9	5	50	12
<i>Sorters, Paper.</i>									
Montague (Union C, women), .	-	-	15.40	1½ T	2 T	9	5	50	12
<i>Stationary Firemen.</i>									
Fitchburg, . . . . .	.45	3.60	25.20	Reg.	Reg.	8	8	56	-
Holyoke, . . . . .	.47½	-	-	-	-	8	8	56	-
<i>Third Hands.</i>									
Fitchburg, . . . . .	.37½	3.00	18.00	-	-	8	8	48	-
Holyoke (large machine), . .	.50	4.00	24.00	2 T	2 T	8	8	48	-
Holyoke (small machine), . .	.47	3.76	22.56	2 T	2 T	8	8	48	-
Montague (Union A, large machine), . . . . .	.46	3.68	22.08	Reg.	1½ T	8	8	48	-
Montague (Union A, small machine), . . . . .	.45	3.60	21.60	Reg.	1½ T	8	8	48	-
Montague (Union C), . . . .	- {	<sup>1</sup> 2.75 3.40 }	-	1½ T	2 T	8	8	48	-
<i>Trimmers.</i>									
Montague (Union C), . . . .	-	-	23.15	1½ T	2 T	9	5	50	12
<i>Washermen.</i>									
Fitchburg, . . . . .	.42½	3.40	20.40	-	-	8	8	48	-
Holyoke, . . . . .	.47	3.76	22.56	2 T	2 T	8	8	48	-
<b>Pulp, Sulphite, and Paper Mill Workers.</b>									
Northampton:									
Acid makers, . . . . .	-	3.45	-	1½ T	1½ T	8	8	48	-
Acid testers, . . . . .	-	2.10	-	1½ T	1½ T	8	8	48	-
Blacksmiths, . . . . .	-	3.75	-	1½ T	1½ T	9	9	54	-

<sup>1</sup> Minimum rates in different establishments.

TABLE 7. PAPER AND PULP MANUFACTURING — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sun-days and Holi-days	Mon-day to Fri-day	Sat-urday		
<b>Pulp, Sulphite, and Paper</b>									
<b>Mill Workers — Con.</b>									
Northampton — Con.									
Blacksmiths' helpers, . . . . .	-	\$3.00	-	1½ T	1½ T	9	9	54	-
Bleachers, . . . . .	-	3.25	-	1½ T	1½ T	8	8	48	-
Bleach mixers, . . . . .	-	3.00	-	1½ T	1½ T	8	8	48	-
Blow pit men, . . . . .	-	3.15	-	1½ T	1½ T	8	8	48	-
Carrier men, . . . . .	-	3.00	-	1½ T	1½ T	9	9	54	-
Chipper men, . . . . .	-	3.00	-	1½ T	1½ T	9	9	54	-
Coal handlers, . . . . .	-	3.00	-	1½ T	1½ T	9	9	54	-
Cooks, . . . . .	-	3.95	-	1½ T	1½ T	8	8	48	-
Cooks' helpers, . . . . .	-	3.10	-	1½ T	1½ T	8	8	48	-
Oilers, . . . . .	-	3.25	-	1½ T	1½ T	9	9	54	-
Pressmen, head, . . . . .	-	3.45	-	1½ T	1½ T	8	8	48	-
Pressmen, . . . . .	-	3.15	-	1½ T	1½ T	8	8	48	-
Pulp loaders, . . . . .	-	3.25	-	1½ T	1½ T	8	8	48	-
Pulp loaders' helpers, . . . . .	-	3.00	-	1½ T	1½ T	8	8	48	-
Screen men, . . . . .	-	3.25	-	1½ T	1½ T	8	8	48	-
Steamfitters, assistant, . . . . .	-	3.75	-	1½ T	1½ T	9	9	54	-
Steamfitters (foremen), . . . . .	-	4.50	-	1½ T	1½ T	9	9	54	-
Steamfitters' helpers, . . . . .	-	3.00	-	1½ T	1½ T	9	9	54	-
Store room men, . . . . .	-	3.05	-	1½ T	1½ T	9	9	54	-
Teamsters, . . . . .	-	3.00	-	1½ T	1½ T	9	9	54	-
Wood loaders, . . . . .	-	3.00	-	1½ T	1½ T	9	9	54	-

TABLE 8. PRINTING AND ALLIED TRADES.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sun-days and Holi-days	Mon-day to Fri-day	Sat-urday		
<b>Bookbinders.</b>									
<i>Banders, Head, and Liners.</i>									
Boston, . . . . .	-	-	\$23.00	1½ T	2 T	1-	1-	1 48	1-
Cambridge, . . . . .	-	-	23.00	1½ T	2 T	1-	1-	1 48	1-
Norwood, . . . . .	-	-	23.00	1½ T	2 T	1-	1-	1 48	1-
<i>Banders, Head (Women).</i>									
Boston, . . . . .	\$0.23	-	-	1½ T	2 T	1-	1-	1 48	1-
Cambridge, . . . . .	.23	-	-	1½ T	2 T	1-	1-	1 48	1-
Norwood, . . . . .	.23	-	-	1½ T	2 T	1-	1-	1 48	1-
<i>Board Cutters.</i>									
Boston, . . . . .	-	-	20.00	1½ T	2 T	1-	1-	1 48	1-
Cambridge, . . . . .	-	-	20.00	1½ T	2 T	1-	1-	1 48	1-
Norwood, . . . . .	-	-	20.00	1½ T	2 T	1-	1-	1 48	1-
<i>Bookbinders, General (Women).</i>									
Boston, . . . . .	.23	-	-	1½ T	2 T	1-	1-	1 48	1-
Cambridge, . . . . .	.23	-	-	1½ T	2 T	1-	1-	1 48	1-
Norwood, . . . . .	.23	-	-	1½ T	2 T	1-	1-	1 48	1-
<i>Book Pastors.</i>									
Boston, . . . . .	-	-	20.00	1½ T	2 T	1-	1-	1 48	1-
Cambridge, . . . . .	-	-	20.00	1½ T	2 T	1-	1-	1 48	1-
Norwood, . . . . .	-	-	20.00	1½ T	2 T	1-	1-	1 48	1-
<i>Book Repairers.</i>									
Boston, . . . . .	-	-	22.00	1½ T	2 T	1-	1-	1 48	1-
Cambridge, . . . . .	-	-	22.00	1½ T	2 T	1-	1-	1 48	1-
Cambridge (women), . . . . .	.24	-	-	1½ T	2 T	1-	1-	1 48	1-
Norwood, . . . . .	-	-	22.00	1½ T	2 T	1-	1-	1 48	1-
Norwood (women), . . . . .	.24	-	-	1½ T	2 T	1-	1-	1 48	1-
<i>Book Trimmers.</i>									
Boston, . . . . .	-	-	23.00	1½ T	2 T	1-	1-	1 48	1-
Cambridge, . . . . .	-	-	23.00	1½ T	2 T	1-	1-	1 48	1-
Norwood, . . . . .	-	-	23.00	1½ T	2 T	1-	1-	1 48	1-
<i>Casers-in, Hand.</i>									
Boston, . . . . .	-	-	22.00	1½ T	2 T	1-	1-	1 48	1-
Cambridge, . . . . .	-	-	22.00	1½ T	2 T	1-	1-	1 48	1-
Norwood, . . . . .	-	-	22.00	1½ T	2 T	1-	1-	1 48	1-
<i>Casers-in, Machine.</i>									
Boston, . . . . .	-	-	24.00	1½ T	2 T	1-	1-	1 48	1-
Cambridge, . . . . .	-	-	24.00	1½ T	2 T	1-	1-	1 48	1-
Norwood, . . . . .	-	-	24.00	1½ T	2 T	1-	1-	1 48	1-
<i>Casing-in Machine Men on Presses — One Man to Machine.</i>									
Boston, . . . . .	-	-	21.00	1½ T	2 T	1-	1-	1 48	1-
Cambridge, . . . . .	-	-	21.00	1½ T	2 T	1-	1-	1 48	1-
Norwood, . . . . .	-	-	21.00	1½ T	2 T	1-	1-	1 48	1-
<i>Case or Cover Makers, Hand.</i>									
Boston, . . . . .	-	-	22.00	1½ T	2 T	1-	1-	1 48	1-
Cambridge, . . . . .	-	-	22.00	1½ T	2 T	1-	1-	1 48	1-
Norwood, . . . . .	-	-	22.00	1½ T	2 T	1-	1-	1 48	1-
<i>Case or Cover Makers, Head (Women).</i>									
Boston, . . . . .	.23	-	-	1½ T	2 T	1-	1-	1 48	1-
Cambridge, . . . . .	.23	-	-	1½ T	2 T	1-	1-	1 48	1-
Norwood, . . . . .	.23	-	-	1½ T	2 T	1-	1-	1 48	1-

<sup>1</sup> 48 hours are required each week. In some shops, Saturday half-holiday is given and time is made up on first 5 weekdays.

TABLE 8. PRINTING AND ALLIED TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Bookbinders — Con.</b>									
<i>Case or Cover Makers, Machine.</i>									
Boston, . . . . .	—	—	\$24.00	1½ T	2 T	1—	1—	148	1—
Cambridge, . . . . .	—	—	24.00	1½ T	2 T	1—	1—	148	1—
Norwood, . . . . .	—	—	24.00	1½ T	2 T	1—	1—	148	1—
<i>Examiners, Book.</i>									
Norwood (women), . . . .	\$0.23	—	—	1½ T	2 T	1—	1—	148	1—
<i>Finishers.</i>									
Boston, . . . . .	—	—	25.00	1½ T	2 T	1—	1—	148	1—
Cambridge, . . . . .	—	—	25.00	1½ T	2 T	1—	1—	148	1—
Norwood, . . . . .	—	—	25.00	1½ T	2 T	1—	1—	148	1—
<i>Folding Machine Operators.</i>									
Boston, . . . . .	—	—	22.00	1½ T	2 T	1—	1—	148	1—
Cambridge, . . . . .	—	—	22.00	1½ T	2 T	1—	1—	148	1—
Norwood, . . . . .	—	—	22.00	1½ T	2 T	1—	1—	148	1—
<i>Folding Machine Operators, End Paper (Women).</i>									
Boston, . . . . .	.24	—	—	1½ T	2 T	1—	1—	148	1—
Cambridge, . . . . .	.24	—	—	1½ T	2 T	1—	1—	148	1—
Norwood, . . . . .	.24	—	—	1½ T	2 T	1—	1—	148	1—
<i>Folding Machine, Quad Machine Operators, and Double 16.</i>									
Boston, . . . . .	—	—	20.00	1½ T	2 T	1—	1—	148	1—
Cambridge, . . . . .	—	—	20.00	1½ T	2 T	1—	1—	148	1—
Norwood, . . . . .	—	—	20.00	1½ T	2 T	1—	1—	148	1—
<i>Forwarders.</i>									
Boston, . . . . .	—	—	25.00	1½ T	2 T	1—	1—	148	1—
Cambridge, . . . . .	—	—	25.00	1½ T	2 T	1—	1—	148	1—
Norwood, . . . . .	—	—	25.00	1½ T	2 T	1—	1—	148	1—
<i>Gathering Machine Operators.</i>									
Boston, . . . . .	—	—	22.50	1½ T	2 T	1—	1—	147	1—
Cambridge, . . . . .	—	—	22.50	1½ T	2 T	1—	1—	148	1—
Norwood, . . . . .	—	—	22.50	1½ T	2 T	1—	1—	148	1—
Norwood (girls), . . . . .	.24	—	—	1½ T	2 T	1—	1—	148	1—
<i>Gilders.</i>									
Boston, . . . . .	—	—	26.00	1½ T	2 T	1—	1—	148	1—
Cambridge, . . . . .	—	—	26.00	1½ T	2 T	1—	1—	148	1—
Norwood, . . . . .	—	—	26.00	1½ T	2 T	1—	1—	148	1—
<i>Gluing-off Machine Operators.</i>									
Boston, . . . . .	—	—	22.00	1½ T	2 T	1—	1—	148	1—
Cambridge, . . . . .	—	—	22.00	1½ T	2 T	1—	1—	148	1—
Norwood, . . . . .	—	—	22.00	1½ T	2 T	1—	1—	148	1—
<i>Gold Layers (Women).</i>									
Boston, . . . . .	.24	—	—	1½ T	2 T	1—	1—	148	1—
Cambridge, . . . . .	.24	—	—	1½ T	2 T	1—	1—	148	1—
Norwood, . . . . .	.24	—	—	1½ T	2 T	1—	1—	148	1—
<i>Gold Leaf Laying Machine Operators (Women).</i>									
Boston, . . . . .	.24	—	—	1½ T	2 T	1—	1—	148	1—
Cambridge, . . . . .	.24	—	—	1½ T	2 T	1—	1—	148	1—
Norwood, . . . . .	.24	—	—	1½ T	2 T	1—	1—	148	1—

<sup>1</sup> 48 hours are required each week. In some shops, Saturday half-holiday is given and time is made up on first 5 weekdays.

TABLE 8. PRINTING AND ALLIED TRADES—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Bookbinders — Con.</b>									
<i>Pagers and Numberers (Women).</i>									
Boston, . . . . .	\$0.23	—	—	1½ T	2 T	1—	1—	148	1—
Cambridge, . . . . .	.23	—	—	1½ T	2 T	1—	1—	148	1—
Norwood, . . . . .	.23	—	—	1½ T	2 T	1—	1—	148	1—
<i>Pasting Machine Operators.</i>									
Boston, . . . . .	—	—	\$20.00	1½ T	2 T	1—	1—	148	1—
Cambridge, . . . . .	—	—	20.00	1½ T	2 T	1—	1—	148	1—
Norwood, . . . . .	—	—	20.00	1½ T	2 T	1—	1—	148	1—
<i>Pasting Machine Operators, End Blank (Women).</i>									
Boston, . . . . .	.24	—	—	1½ T	2 T	1—	1—	148	1—
Cambridge, . . . . .	.24	—	—	1½ T	2 T	1—	1—	148	1—
Norwood, . . . . .	.24	—	—	1½ T	2 T	1—	1—	148	1—
<i>Roller Backers.</i>									
Boston, . . . . .	—	—	25.00	1½ T	2 T	1—	1—	148	1—
Cambridge, . . . . .	—	—	25.00	1½ T	2 T	1—	1—	148	1—
Norwood, . . . . .	—	—	25.00	1½ T	2 T	1—	1—	148	1—
<i>Rounding and Backing Machine Operators.</i>									
Boston, . . . . .	—	—	23.50	1½ T	2 T	1—	1—	148	1—
Cambridge, . . . . .	—	—	23.50	1½ T	2 T	1—	1—	148	1—
Norwood, . . . . .	—	—	23.50	1½ T	2 T	1—	1—	148	1—
<i>Severs, Hand (Women).</i>									
Boston, . . . . .	.23	—	—	1½ T	2 T	1—	1—	148	1—
Cambridge, . . . . .	.23	—	—	1½ T	2 T	1—	1—	148	1—
Norwood, . . . . .	.23	—	—	1½ T	2 T	1—	1—	148	1—
<i>Sheet Stock Cutters.</i>									
Boston, . . . . .	—	—	23.00	1½ T	2 T	1—	1—	148	1—
Cambridge, . . . . .	—	—	23.00	1½ T	2 T	1—	1—	148	1—
Norwood, . . . . .	—	—	23.00	1½ T	2 T	1—	1—	148	1—
<i>Sheet Stock Handlers.</i>									
Boston, . . . . .	—	—	21.00	1½ T	2 T	1—	1—	148	1—
Cambridge, . . . . .	—	—	21.00	1½ T	2 T	1—	1—	148	1—
Norwood, . . . . .	—	—	21.00	1½ T	2 T	1—	1—	148	1—
<i>Smashing Machine Operators.</i>									
Boston, . . . . .	—	—	20.00	1½ T	2 T	1—	1—	148	1—
Cambridge, . . . . .	—	—	20.00	1½ T	2 T	1—	1—	148	1—
Norwood, . . . . .	—	—	20.00	1½ T	2 T	1—	1—	148	1—
<i>Stampers and Inkers.</i>									
Boston, . . . . .	—	—	24.00	1½ T	2 T	1—	1—	148	1—
Cambridge, . . . . .	—	—	24.00	1½ T	2 T	1—	1—	148	1—
Norwood, . . . . .	—	—	24.00	1½ T	2 T	1—	1—	148	1—
<i>Stock Cutters.</i>									
Boston, . . . . .	—	—	22.00	1½ T	2 T	1—	1—	148	1—
Cambridge, . . . . .	—	—	22.00	1½ T	2 T	1—	1—	148	1—
Norwood, . . . . .	—	—	22.00	1½ T	2 T	1—	1—	148	1—
<i>Tape Sewing Machine Operators (Women).</i>									
Boston, . . . . .	.23	—	—	1½ T	2 T	1—	1—	148	1—
Cambridge, . . . . .	.23	—	—	1½ T	2 T	1—	1—	148	1—

148 hours are required each week. In some shops, Saturday half-holiday is given and time is made up on first 5 weekdays.

TABLE 8. PRINTING AND ALLIED TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
Compositors.									
Admen. <sup>1</sup>									
Brockton (newspaper), <sup>2</sup>	\$0.50	\$4.00	\$24.00	3 -	2 T	8	8	48	-
Fall River (newspaper), <sup>4</sup>	-	-	22.00	1½ T	2 T	8	8	48	-
Haverhill (newspaper, day), <sup>5</sup>	-	-	20.00	1½ T	1½ T	8	8	48	-
Lynn (newspaper, day), <sup>2</sup>	-	-	24.00	1½ T	2 T	7	6	41	-
Lynn (newspaper, night), <sup>2</sup>	-	-	27.00	1½ T	2 T	7	6	41	-
Newburyport (newspaper),	-	-	18.00	-	-	8¾	5¾	48	12
Springfield (newspaper, day), <sup>7</sup>	-	-	23.00	8 -	8 -	8	8	48	-
Springfield (newspaper, night), <sup>7</sup>	-	-	26.50	8 -	Reg.	8	8	48	-
Apprentices.									
Boston (newspaper):									
Third year, day,	-	-	9 18.00	-	-	7	7	42	-
Third year, night,	-	-	9 19.00	-	-	7	7	42	-
Fourth year, day,	-	-	9 21.00	-	-	7	7	42	-
Fourth year, night,	-	-	9 22.00	-	-	7	7	42	-
Fifth year, day,	-	-	9 24.00	-	-	7	7	42	-
Fifth year, night,	-	-	9 25.00	-	-	7	7	42	-
Boston (book and job):									
Third year (first six months),	-	-	10.00	-	-	8	8	48	10 -
Third year (second six months),	-	-	11.00	-	-	8	8	48	10 -
Fourth year (first six months),	-	-	12.00	-	-	8	8	48	10 -
Fourth year (second six months),	-	-	14.00	-	-	8	8	48	10 -
Fifth year (first six months),	-	-	16.00	-	-	8	8	48	10 -
Fifth year (second six months),	-	-	18.00	-	-	8	8	48	10 -
Brockton (book and job, fourth year),	-	-	16.00	3 -	2 T	8¾	4¾	48	11 -
Brockton (newspaper, fourth year),	-	-	16.00	3 -	2 T	8	8	48	-
Fall River (newspaper, day):									
Third year,	-	-	9.00	-	-	8	8	48	-
Fourth year,	-	-	12.00	-	-	8	8	48	-
Fifth year,	-	-	15.00	-	-	8	8	48	-
Holyoke (newspaper, third year),	-	-	13.00	1½ T	1½ T	8	8	48	-
Holyoke (newspaper, fifth year),	-	-	16.00	1½ T	1½ T	8	8	48	-
Lawrence (book and job):									
Third year,	-	-	9.00	-	-	8	8	48	-
Fourth year,	-	-	12.00	-	-	8	8	48	-
Fifth year,	-	-	16.00	-	-	8	8	48	-
Lawrence (newspaper):									
Third year,	-	-	9.00	-	-	8	8	48	-
Fourth year,	-	-	12.00	-	-	8	8	48	-
Fifth year,	-	-	16.00	-	-	8	8	48	-

<sup>1</sup> See also notes under Newspaper Compositors on page 59.<sup>2</sup> Bankmen, make-ups, linotype machine operators, and proof readers receive same rate of wages and work same hours.<sup>3</sup> Before midnight, 1½ T; after midnight, 2 T.<sup>4</sup> All newspaper floormen receive same rate of wages and work same hours.<sup>5</sup> Bankmen, monotype operators, and copy cutters receive same rate of wages and work same hours.<sup>6</sup> Work 9¼ hours on Thursday.<sup>7</sup> Floormen, casters, monotype operators, proof readers, and make-ups receive same rate of wages and work same hours.<sup>8</sup> Regular time plus 10 cents an hour.<sup>9</sup> Rate effective November 16, 1918.<sup>10</sup> In some cases have Saturday half-holiday and work not more than 8¾ hours on first 5 weekdays.<sup>11</sup> In some shops have Saturday half-holiday during 3 summer months; in others during 12 months.



TABLE 8. PRINTING AND ALLIED TRADES—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Compositors — Con.</b>									
<i>Apprentices — Con.</i>									
Lynn (book and job):									
First year, . . . . .	-	-	\$11.00	1 -	2 T	8	8	48	-
Second year, . . . . .	-	-	13.00	1 -	2 T	8	8	48	-
Third year, . . . . .	-	-	16.00	1 -	2 T	8	8	48	-
Fourth year, . . . . .	-	-	19.00	1 -	2 T	8	8	48	-
Fifth year, . . . . .	-	-	22.00	1 -	2 T	8	8	48	-
Lynn (newspaper):									
First year, . . . . .	-	-	7.00	1½ T	2 T	7	6	41	-
Second year, . . . . .	-	-	8.00	1½ T	2 T	7	6	41	-
Third year, . . . . .	-	-	10.00	1½ T	2 T	7	6	41	-
Fourth year, . . . . .	-	-	13.00	1½ T	2 T	7	6	41	-
Fifth year, . . . . .	-	-	16.00	1½ T	2 T	7	6	41	-
Taunton (book and job):									
First year, . . . . .	-	-	4.00	-	-	8	8	48	-
Second year, . . . . .	-	-	6.00	-	-	8	8	48	-
Third year, . . . . .	-	-	8.00	-	-	8	8	48	-
Fourth year, . . . . .	-	-	10.00	-	-	8	8	48	-
Fifth year, . . . . .	-	-	12.00	-	-	8	8	48	-
Taunton (newspaper):									
First year, . . . . .	-	-	4.00	1½ T	2 T	8	6	46	12
Second year, . . . . .	-	-	6.00	1½ T	2 T	8	6	46	12
Third year, . . . . .	-	-	8.00	1½ T	2 T	8	6	46	12
Fourth year, . . . . .	-	-	12.00	1½ T	2 T	8	6	46	12
Fifth year, . . . . .	-	-	15.00	1½ T	2 T	8	6	46	12
<i>Bankmen.<sup>2</sup></i>									
<i>Book and Job Compositors.</i>									
Boston (day), <sup>3</sup> . . . . .	-	-	26.50	1 -	2 T	8	8	48	4 -
Boston (night), <sup>3</sup> . . . . .	-	-	30.50	5 -	5 -	-	-	42	-
Brockton (day), <sup>3</sup> . . . . .	-	-	23.00	1 -	2 T	8½	4½	48	6 -
Fall River (day), . . . . .	-	-	19.00	1½ T	2 T	8	8	48	-
Framingham (day), . . . . .	-	-	18.00	1½ T	2 T	8¾	4¼	48	12
Greenfield (day), . . . . .	-	-	18.00	1½ T	2 T	8½	5	48	12
Holyoke, <sup>3</sup> . . . . .	-	-	20.00	1½ T	2 T	8½	3¾	48	12
Hudson, . . . . .	\$0.35	-	-	1½ T	1½ T	8½	4½	47	12
Lawrence (day), <sup>7</sup> . . . . .	-	-	22.00	1½ T	2 T	8	8	48	-
Lowell (day), <sup>7</sup> . . . . .	-	-	22.00	1½ T	2 T	8½	4½	48	12
Lynn (day), . . . . .	-	-	24.00	1 -	2 T	8	8	48	-
Lynn (night), . . . . .	-	-	28.00	-	2 T	7	7	42	-
Marlborough (day), . . . . .	.35	-	-	1½ T	1½ T	8½	4½	47	12
New Bedford, <sup>7</sup> . . . . .	-	-	20.00	1½ T	2 T	8	8	48	9 -
Newburyport, . . . . .	-	-	18.00	-	-	10 8¼	5¾	48	12
North Adams (day), <sup>11</sup> . . . . .	-	-	17.00	1½ T	2 T	8½	4½	48	12
Northampton, <sup>7</sup> . . . . .	-	-	15.00	1½ T	2 T	8½	5½	48	12
Pittsfield (day), <sup>7</sup> . . . . .	-	-	18.00	1½ T	2 T	8	5	45	12
Springfield (day), <sup>12</sup> . . . . .	-	-	20.00	1 -	2 T	8¾	4¼	48	12
Waltham, . . . . .	-	-	20.00	1½ T	-	8	8	48	-
Worcester (day), <sup>12</sup> . . . . .	-	-	16.50	1½ T	2 T	8	8	48	-
Worcester (foreign languages), . . . . .	-	-	21.50	1½ T	13 -	8	8	48	-

<sup>1</sup> Before midnight, 1½ T; after midnight, 2 T.

<sup>2</sup> See notes under Admen on page 56, and under Newspaper Compositors on page 59.

<sup>3</sup> Same rates of wages and same hours apply to all journeymen in composing room except linotype machine operators and machine tenders.

<sup>4</sup> In some cases have Saturday half-holiday and work not more than 8¾ hours on first 5 days of week.

<sup>5</sup> 1½ T for first 5 hours; then 2 T.

<sup>6</sup> In some shops have Saturday half-holiday during 3 summer months; in others during 12 months.

<sup>7</sup> Same rates of wages and same hours apply to all journeymen employed in composing room.

<sup>8</sup> On November 1, 1918, rate was increased to \$24.

<sup>9</sup> Job compositors have half-holiday but make up the 48 hours.

<sup>10</sup> Work 9¼ hours on Thursday.

<sup>11</sup> Monotype machine operators (day) and stone men receive same rate of wages and work same hours.

<sup>12</sup> Stone men and proof readers receive same rate of wages and work same hours.

<sup>13</sup> Sundays, 2 T; holidays, 1½ T.

TABLE 8. PRINTING AND ALLIED TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Compositors — Con.</b>									
<i>Copy Cutters.<sup>1</sup></i>									
<i>Foremen.</i>									
Brockton (book and job),	-	-	\$26.00	2 -	2 T	8 $\frac{3}{4}$	4 $\frac{2}{3}$	48	3 -
Fall River (book and job, day),	-	-	21.00	1 $\frac{1}{2}$ T	2 T	8	8	48	4 -
Fall River (newspaper, day),	-	-	25.00	1 $\frac{1}{2}$ T	2 T	8	8	48	-
Lynn (book and job),	-	-	28.00	2 -	2 T	8	8	48	-
Lynn (book and job, assistant),	-	-	26.00	2 -	2 T	8	8	48	-
Lynn (newspaper, day),	-	-	30.00	1 $\frac{1}{2}$ T	2 T	7	6	41	-
Lynn (newspaper, assistant),	-	-	25.00	1 $\frac{1}{2}$ T	2 T	7	6	41	-
Newburyport (newspaper),	-	-	23.00	1 $\frac{1}{2}$ T	1 $\frac{1}{2}$ T	5 $\frac{3}{4}$	5 $\frac{3}{4}$	48	12
Taunton (newspaper, day),	-	-	22.00	1 $\frac{1}{2}$ T	2 T	8	6	46	12
<i>Machine Operators, Linotype.</i>									
Boston (book and job):									
Operators, day,	-	-	28.50	2 -	2 T	8	8	48	4 -
Operators, night,	-	-	30.50	6 -	6 -	-	-	42	-
Apprentices (first 10 weeks),	-	-	15.00	-	-	8	8	48	4 -
Apprentices (next five weeks),	-	-	18.00	-	-	8	8	48	4 -
Brocton (newspaper),	\$0.50	\$4.00	24.00	2 -	2 T	8	8	48	-
Fall River (book and job),	-	-	22.50	1 $\frac{1}{2}$ T	2 T	8	8	48	-
Fall River (newspaper, day),	-	-	22.50	1 $\frac{1}{2}$ T	2 T	8	8	48	-
Haverhill (book and job),	-	-	21.00	1 $\frac{1}{2}$ T	1 $\frac{1}{2}$ T	8	8	48	-
Haverhill (newspaper, day), <sup>7</sup>	-	-	21.00	1 $\frac{1}{2}$ T	1 $\frac{1}{2}$ T	8	8	48	-
Holyoke (book and job), <sup>8</sup>	-	-	23.00	1 $\frac{1}{2}$ T	2 T	8 $\frac{5}{8}$	3 $\frac{5}{8}$	48	12
Holyoke (newspaper, day), <sup>9</sup>	-	-	23.00	1 $\frac{1}{2}$ T	2 T	8	8	48	-
Holyoke (newspaper, night), <sup>9</sup>	-	-	27.00	1 $\frac{1}{2}$ T	2 T	-	-	45	-
Lawrence (book and job),	-	-	19.00	1 $\frac{1}{2}$ T	2 T	8	8	48	-
Lawrence (newspaper),	-	-	20.00	1 $\frac{1}{2}$ T	2 T	8	8	48	-
Lynn (book and job, day),	-	-	26.00	2 -	2 T	8	8	48	-
Lynn (book and job, night),	-	-	28.00	-	2 T	7	7	42	-
Lynn (newspaper, day), <sup>9</sup>	-	-	24.50	1 $\frac{1}{2}$ T	2 T	7	6	41	-
Lynn (newspaper, night), <sup>9</sup>	-	-	27.00	1 $\frac{1}{2}$ T	2 T	7	6	41	-
Newburyport (newspaper),	-	-	18.00	1 $\frac{1}{2}$ T	1 $\frac{1}{2}$ T	5 $\frac{3}{4}$	5 $\frac{3}{4}$	48	12
North Adams (day),	-	-	19.00	1 $\frac{1}{2}$ T	2 T	8	8	48	-
Springfield (book and job, day),	-	-	21.50	2 -	2 T	8 $\frac{3}{4}$	4 $\frac{1}{4}$	48	12
Springfield (newspaper, day),	-	-	23.00	1 $\frac{1}{2}$ T	1 $\frac{1}{2}$ T	-	-	45	-
Springfield (newspaper, night),	-	-	26.50	1 $\frac{1}{2}$ T	Reg.	-	-	45	-
Taunton (newspaper, day), <sup>9</sup>	-	-	21.00	1 $\frac{1}{2}$ T	2 T	8	6	46	12
Worcester (book and job),	-	-	21.00	1 $\frac{1}{2}$ T	2 T	8	8	48	-
Worcester (foreign languages),	-	-	21.50	1 $\frac{1}{2}$ T	10 -	8	8	48	-
Worcester (newspaper, day),	-	-	23.50	1 $\frac{1}{2}$ T	10 -	8	8	48	-
Worcester (newspaper, night),	-	-	26.50	1 $\frac{1}{2}$ T	Reg.	8	8	48	-
<i>Machine Operators, Monotype.<sup>11</sup></i>									
<i>Machine Tenders.</i>									
Worcester (newspaper, day),	-	-	23.50	1 $\frac{1}{2}$ T	10 -	8	8	48	-
Worcester (newspaper, night),	-	-	26.50	1 $\frac{1}{2}$ T	Reg.	8	8	48	-

<sup>1</sup> See notes under Admen on page 56; Book Compositors on page 57; and Newspaper Compositors on page 59.<sup>2</sup> Before midnight, 1 $\frac{1}{2}$  T; after midnight, 2 T.<sup>3</sup> In some shops have Saturday half-holiday during three summer months; in others during 12 months.<sup>4</sup> In some cases have Saturday half-holiday and work not more than 8 $\frac{3}{4}$  hours on first 5 days of week.<sup>5</sup> Work 9 $\frac{1}{4}$  hours on Thursday.<sup>6</sup> 1 $\frac{1}{2}$  T for first 5 hours; then 2 T.<sup>7</sup> Machinists receive same rate of wages and work same hours.<sup>8</sup> Machinists and monotype operators receive same rate of wages and work same hours.<sup>9</sup> Monotype operators receive same rate of wages and work same hours.<sup>10</sup> Sundays, 2 T; holidays, 1 $\frac{1}{2}$  T.<sup>11</sup> See notes under Admen on page 56; Book and Job Compositors on page 57; Linotype Operators above; and Newspaper Compositors on page 59.

TABLE 8. PRINTING AND ALLIED TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Compositors — Con.</b>									
<i>Machinists.</i>									
Boston (linotype, book and job, day),	-	-	\$28 50	1-	2 T	8	8	48	2-
Brockton (newspaper),	-	-	25.00	1-	2 T	8	8	48	-
Holyoke (book and job),	-	-	24.00	1½ T	2 T	8½	3½	48	12
Holyoke (newspaper, day),	-	-	24.00	1½ T	2 T	8	8	48	-
Holyoke (newspaper, night),	-	-	28.00	1½ T	2 T	-	-	45	-
Lynn (book and job),	-	-	28.50	1-	2 T	8	8	48	-
Lynn (book and job, assistant),	-	-	23.00	1-	2 T	8	8	48	-
Lynn (newspaper, day),	-	-	24.50	1½ T	2 T	7	6	41	-
Lynn (newspaper, assistant),	-	-	20.00	1½ T	2 T	7	6	41	-
Newburyport (newspaper),	-	-	21.00	1½ T	1½ T	8¼	5¾	48	12
Springfield (book and job, day),	-	-	25.00	1-	2 T	8¾	4¼	48	12
Springfield (newspaper, day),	-	-	26.50	1½ T	1½ T	8	8	48	-
<i>Machinist Operators.</i>									
Lynn (book and job),	-	-	26.00	1-	2 T	8	8	48	-
Lynn (newspaper),	-	-	24.50	1½ T	2 T	7	6	41	-
Springfield (newspaper, night),	-	-	28.50	1½ T	Reg.	-	-	45	-
Taunton (newspaper, repairmen),	-	-	21.00	1½ T	2 T	8	6	46	-
<i>Newspaper Compositors.</i>									
Boston (day), <sup>5</sup>	\$0.83	-	-	7-	2 T	-	-	42	-
Boston (night), <sup>5</sup>	6.87	-	-	7-	2 T	-	-	42	-
Fall River (day), <sup>8</sup>	-	-	22.00	1½ T	2 T	8	8	48	-
Holyoke (day), <sup>10</sup>	-	-	21.50	1½ T	2 T	8	8	48	-
Holyoke (night), <sup>10</sup>	-	-	25.00	1½ T	2 T	-	-	45	-
Lawrence (day), <sup>11</sup>	-	-	23.00	1½ T	2 T	8	8	48	-
Lawrence (night), <sup>11</sup>	-	-	23.50	1½ T	2 T	8	8	48	-
Lowell (day), <sup>11</sup>	-	-	24.00	1½ T	2 T	8	8	48	-
New Bedford (day), <sup>12</sup>	-	-	24.00	1½ T	2 T	8	8	48	-
New Bedford (night), <sup>12</sup>	-	-	26.00	1½ T	2 T	8	8	48	-
North Adams (day), <sup>13</sup>	-	-	17.00	1½ T	2 T	8	8	48	-
Northampton, <sup>11</sup>	-	-	16.50	1½ T	2 T	8	8	48	-
Taunton, <sup>14</sup>	-	-	18.00	1½ T	2 T	8	6	46	12
Waltham,	-	-	20.00	1½ T	-	8	8	48	-
Worcester (newspaper, day),	-	-	23.50	1½ T	15-	8	8	48	-
Worcester (newspaper, night),	-	-	26.50	1½ T	Reg.	8	8	48	-
Worcester (foreign languages, daily papers),	-	-	21.50	1½ T	15-	8	8	48	-
Worcester (foreign languages, weekly papers),	-	-	18.00	1½ T	15-	8	8	48	-

<sup>1</sup> Before midnight, 1½ T; after midnight, 2 T.

<sup>2</sup> In some cases have Saturday half-holiday and work not more than 8¾ hours on first 5 days of week.

<sup>3</sup> Work 9¼ hours on Thursday.

<sup>4</sup> Receive \$1 additional for each machine under their charge.

<sup>5</sup> Admen, bankmen, copy cutters, foremen, machinists, make-ups, linotype and monotype machine operators, and proof readers receive same rate of wages and work same hours.

<sup>6</sup> Rate effective November 16, 1918.

<sup>7</sup> Receive \$1 an hour for first three hours overtime; for all time over 45 hours, paid 1½ T.

<sup>8</sup> Admen, bankmen, and make-ups receive same rate of wages and work same hours.

<sup>9</sup> 1½ T for first six hours; then double time.

<sup>10</sup> Admen, proof readers, and make-ups receive same rate of wages and work same hours.

<sup>11</sup> Same rates of wages and same hours apply to all journeymen employed in composing room.

<sup>12</sup> Admen, bankmen, linotype machine operators, and make-ups receive same rate of wages and work same hours.

<sup>13</sup> Monotype machine operators and make-ups receive same rate of wages and work same hours.

<sup>14</sup> Admen receive same rate of wages and work same hours.

<sup>15</sup> Sundays, 2 T; holidays, 1½ T.

TABLE 8. PRINTING AND ALLIED TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Electrotypers.</b>									
<i>Apprentices.</i>									
Springfield:									
First year, . . . . .	-	-	<sup>1</sup> \$10.00	1½ T	2 T	8¾	4¼	48	12
Second year, . . . . .	-	-	<sup>1</sup> 11.50	1½ T	2 T	8¾	4¼	48	12
Third year, . . . . .	-	-	<sup>1</sup> 13.00	1½ T	2 T	8¾	4¼	48	12
Fourth year, . . . . .	-	-	<sup>1</sup> 15.00	1½ T	2 T	8¾	4¼	48	12
Fifth year, . . . . .	-	-	<sup>1</sup> 17.00	1½ T	2 T	8¾	4¼	48	12
<i>Batterymen.</i>									
Boston, . . . . .	-	-	19.00	<sup>2</sup> 1½ T	2 T	8¾	4¼	48	12
Springfield, . . . . .	-	-	<sup>1</sup> 20.00	<sup>3</sup> 1½ T	2 T	8¾	4¼	48	12
<i>Bench Hands.</i>									
Springfield, . . . . .	-	-	<sup>1</sup> 20.00	<sup>3</sup> 1½ T	2 T	8¾	4¼	48	12
<i>Blockers.</i>									
Boston, . . . . .	-	-	19.00	<sup>2</sup> 1½ T	2 T	8¾	4¼	48	12
<i>Builders.</i>									
Boston, . . . . .	-	-	21.00	<sup>2</sup> 1½ T	2 T	8¾	4¼	48	12
Springfield, . . . . .	-	-	<sup>1</sup> 20.00	<sup>3</sup> 1½ T	2 T	8¾	4¼	48	12
<i>Casters.</i>									
Boston, . . . . .	-	-	21.00	<sup>2</sup> 1½ T	2 T	8¾	4¼	48	12
Springfield, . . . . .	-	-	<sup>1</sup> 20.00	<sup>3</sup> 1½ T	2 T	8¾	4¼	48	12
<i>Finishers.</i>									
Boston, . . . . .	-	-	25.20	<sup>2</sup> 1½ T	2 T	8¾	4¼	48	12
Springfield, . . . . .	-	-	<sup>1</sup> 26.00	<sup>3</sup> 1½ T	2 T	8¾	4¼	48	12
<i>Finishers' Helpers.</i>									
Boston, . . . . .	-	-	19.00	<sup>2</sup> 1½ T	2 T	8¾	4¼	48	12
<i>Molders.</i>									
Boston, . . . . .	-	-	25.20	<sup>2</sup> 1½ T	2 T	8¾	4¼	48	12
Springfield, . . . . .	-	-	<sup>1</sup> 26.00	<sup>3</sup> 1½ T	2 T	8¾	4¼	48	12
<b>Lithographers.</b>									
<i>Commercial Artists, Designers, and Engravers.</i>									
Boston, . . . . .	-	-	25.00	1½ T	2 T	<sup>4</sup> 8¾	4¾ <sup>12</sup>	47½	12
Springfield (artists), . . . . .	-	-	35.00	1½ T	2 T	8¾	4¾	48	12
Springfield (engravers), . . . . .	-	-	32.00	1½ T	2 T	8¾	4¾	48	12
<i>Press Feeders.</i>									
Boston, . . . . .	-	-	18.00	1½ T	2 T	<sup>5</sup> 8¾	4½	48	12
Springfield, . . . . .	-	-	18.00	1½ T	2 T	8¾	4¾	48	12
<i>Pressmen.</i>									
Boston, . . . . .	-	-	<sup>6</sup> -	1½ T	2 T	8¾	4¼	48	12
Springfield (cardboard), . . . . .	-	-	30.00	1½ T	2 T	8¾	4¾	48	12
Springfield (paper), . . . . .	-	-	32.00	1½ T	2 T	8¾	4¾	48	12
Springfield (large presses), . . . . .	-	-	40.00	1½ T	2 T	8¾	4¾	48	12
Springfield (medium presses), . . . . .	-	-	35.00	1½ T	2 T	8¾	4¾	48	12
Springfield (small presses), . . . . .	-	-	30.00	1½ T	2 T	8¾	4¾	48	12
Springfield (stone), . . . . .	-	-	27.00	1½ T	2 T	8¾	4¾	48	12
<i>Stone and Plate Preparers.</i>									
Boston, . . . . .	-	-	18.00	1½ T	2 T	<sup>5</sup> 8¾	4½	48	12
Springfield, . . . . .	-	-	25.00	1½ T	2 T	8¾	4¾	48	12

<sup>1</sup> On October 29, 1918, wages were increased \$1.<sup>2</sup> Before midnight, 1½ T; after midnight, 2 T.<sup>3</sup> Also 30 minutes for lunch with pay.<sup>4</sup> Friday, 8¾ hours.<sup>5</sup> Friday, 8½ hours.<sup>6</sup> Minimum rates \$25, \$26, \$27, \$28, \$30, \$37, and \$40, according to style of press.

TABLE 8. PRINTING AND ALLIED TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Lithographers — Con.</b>									
<i>Transfer Men.</i>									
Boston, . . . . .	-	-	<sup>1</sup> \$25.00 } 28.00 }	1½ T	2 T	8¾	4¼	48	12
Springfield, . . . . .	-	-	30.00	1½ T	2 T	8¾	4¾	48	12
<b>Mailers.</b>									
Boston (day), . . . . .	-	\$3 33½	-	\$0.60	2 -	7	7	42	-
Boston (night), . . . . .	-	3.33½	-	.60	2 -	6½	6½	39	-
Boston (apprentices):									
First year, . . . . .	-	-	8.00	.60	2 -	7	7	42	-
Second year, . . . . .	-	-	10.00	.60	2 -	7	7	42	-
Third year, . . . . .	-	-	12.00	.60	2 -	7	7	42	-
Fourth year, . . . . .	-	-	15.00	.60	2 -	7	7	42	-
<b>News Writers.</b>									
Boston (writing labor news),	-	-	21.00	-	-	8	8	48	-
<b>Photo-Engravers.</b>									
Boston:									
Commercial (day), <sup>3</sup> . . . . .	-	-	21.00	1½ T	2 T	8½	4	48	12
Newspaper (day), <sup>4</sup> . . . . .	-	-	29.00	1½ T	Reg.	8	8	48	-
Newspaper (night), <sup>4</sup> . . . . .	-	-	32.00	1½ T	Reg.	8	8	48	-
Lynn, . . . . .	-	-	<sup>5</sup> 25.00	1½ T	2 T	<sup>6</sup> 8½	5	48	12
Springfield, <sup>7</sup> . . . . .	-	-	27.00	1½ T	2 T	<sup>8</sup> 9	4	48	12
<b>Press Feeders.</b>									
Boston:									
Assistants on one automatic feeding machine, . . . . .	-	-	22.00	9 -	2 T	8¾	4¼	48	12
Assistants on two automatic feeding machines, . . . . .	-	-	23.00	9 -	2 T	8¾	4¼	48	12
Assistants on rotary and magazine presses, . . . . .	-	-	24.00	9 -	2 T	8¾	4¼	48	12
Cylinder press feeders, . . . . .	-	-	22.00	9 -	2 T	8¾	4¼	48	12
Brockton:									
Cylinder feeders on two-roller presses, . . . . .	-	-	15.00	10 -	2 T	8	8	48	11 -
Cylinder feeders on four-roller presses, . . . . .	-	-	16.50	10 -	2 T	8	8	48	11 -
Holyoke (cylinder and job), . . . . .	-	-	14.00	1½ T	2 T	8¾	4¾	48	12
Lowell, . . . . .	-	-	20.00	1½ T	2 T	8¾	4¼	48	12
Springfield (cylinder), . . . . .	-	-	14.00	1½ T	2 T	8	8	48	-
Worcester (cylinder), . . . . .	-	-	15.00	10 -	2 T	8	8	48	11 -

<sup>1</sup> Color work under 52 inches, \$25; over 52 inches, \$28.

<sup>2</sup> Receive 2 T on July 4, Labor Day, Christmas and Thanksgiving and also on Sunday if at work the night previous; otherwise regular time is paid.

<sup>3</sup> Same rate paid to photographers, etchers, Ben. Day workers, finishers, proofers, routers, blockers, negative turners, and metal printers.

<sup>4</sup> Same rate paid to photographers, negative turners, metal printers, etchers, routers, and blockers.

<sup>5</sup> Prevailing rate; no agreement establishing a minimum.

<sup>6</sup> Work 9 hours on Friday.

<sup>7</sup> Same rate paid to photographers, engravers, etchers, color artists, routers, blockers, and proofers.

<sup>8</sup> Work 8 hours on one day.

<sup>9</sup> Before midnight, 1½ T; after midnight, 2 T.

<sup>10</sup> Before 10 P.M., 1½ T; after 10 P.M., 2 T.

<sup>11</sup> Men generally take Saturday half-holiday and make up time during week.

TABLE 8. PRINTING AND ALLIED TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
Printing Pressmen.									
Apprentices.									
Boston (web):									
First year, . . . . .	-	-	\$10.00	<sup>1</sup> Reg.	Reg.	8	8	2 48	-
Second year, . . . . .	-	-	12.00	<sup>1</sup> Reg.	Reg.				
Third year, . . . . .	-	-	14.00	<sup>1</sup> Reg.	Reg.				
Fourth year, . . . . .	-	-	16.00	<sup>1</sup> Reg.	Reg.				
Fifth year, . . . . .	-	-	18.00	<sup>1</sup> Reg.	Reg.	6	6	36	-
Fall River (web):									
First year, . . . . .	-	-	7.50	-	-	8	8	48	-
Second year, . . . . .	-	-	10.50	-	-	8	8	48	-
Third year, . . . . .	-	-	14.00	-	-	8	8	48	-
Fourth year, . . . . .	-	-	16.00	-	-	8	8	48	-
Fifth year, . . . . .	-	-	18.00	-	-	8	8	48	-
Lawrence (web):									
First year, . . . . .	-	-	7.00	1½ T	2 T	8	8	48	-
Second year, . . . . .	-	-	9.00	1½ T	2 T	8	8	48	-
Third year, . . . . .	-	-	10.00	1½ T	2 T	8	8	48	-
Fourth year, . . . . .	-	-	11.00	1½ T	2 T	8	8	48	-
Fifth year, . . . . .	-	-	15.00	1½ T	2 T	8	8	48	-
Springfield (web, newspaper):									
First year, . . . . .	-	\$2.00	-	1½ T	2 T	8	8	48	-
Second year, . . . . .	-	2.25	-	1½ T	2 T	8	8	48	-
Third year, . . . . .	-	2.50	-	1½ T	2 T	8	8	48	-
Fourth year, . . . . .	-	2.75	-	1½ T	2 T	8	8	48	-
Worcester (cylinder):									
First year, . . . . .	-	-	16.00	3-	2 T	8	4 8	48	-
Second year, . . . . .	-	-	17.50	3-	2 T	8	4 8	48	-
Third year, . . . . .	-	-	19.00	3-	2 T	8	4 8	48	-
Fourth year, . . . . .	-	-	21.00	3-	2 T	8	4 8	48	-
Cylinder.									
Boston (job shops), . . . . .	-	-	28.50	5-	2 T	-	-	48	4-
Boston (rotary press), . . . . .	-	-	33.50	5-	2 T	-	-	48	4-
Brockton, . . . . .	-	-	22.50	3-	2 T	-	-	48	-
Lawrence, . . . . .	-	-	18.00	1½ T	2 T	8	8	48	-
Holyoke (assistants), . . . . .	-	-	19.00	1½ T	2 T	8¾	4¾	48	12
Norwood, . . . . .	-	-	28.50	5-	2 T	8¾	4¾	48	12
Pittsfield, . . . . .	-	-	22.00	1½ T	2 T	-	-	48	12
Springfield (job shops), . . . . .	-	-	20.00	1½ T	2 T	8	8	48	-
Worcester (one or two cylinder presses), . . . . .	-	-	21.00	3-	2 T	8	4 8	48	-
Job.									
Boston, . . . . .	-	-	24.00	5-	2 T	-	-	48	4-
Boston (automatic), . . . . .	-	-	25.50	5-	2 T	8	4 8	48	-
Brockton, . . . . .	-	-	19.50	3-	2 T	-	-	48	-
Holyoke, . . . . .	-	-	19.00	1½ T	2 T	8¾	4¾	48	12
Holyoke (assistants), . . . . .	-	-	17.00	1½ T	2 T	8¾	4¾	48	12
Lawrence, . . . . .	-	-	18.00	1½ T	2 T	8	8	48	-
Lowell (platen press), . . . . .	-	-	22.00	1½ T	2 T	8¾	4¾	48	12
Lowell (cylinder press), . . . . .	-	-	25.00	1½ T	2 T	8¾	4¾	48	12
Norwood, . . . . .	-	-	24.00	5-	2 T	8¾	4¾	48	12
Pittsfield, . . . . .	-	-	16.00	1½ T	2 T	-	-	48	12
Springfield (platen press), . . . . .	-	-	18.00	1½ T	2 T	8	8	48	-
Worcester (platen press), . . . . .	-	-	16.00	3-	2 T	8	4 8	48	-
Perfecting.									
Boston (cylinder), . . . . .	-	-	29.50	5-	2 T	-	-	48	4-
Norwood, . . . . .	-	-	29.50	5-	2 T	8¾	4¾	48	12

<sup>1</sup> Before 11.30 P.M. Saturday, 50 cents per hour; after 11.30 P.M. Saturday, receive journeymen's wages; other overtime, regular rate.

<sup>2</sup> Day work, 48 hours a week; night work, 36 hours.

<sup>3</sup> 1½ T to 10 P.M.; then 2 T.

<sup>4</sup> In most of the shops the men take Saturday half-holiday and make up time during the week.

<sup>5</sup> Before midnight, 1½ T; after midnight, 2 T.

<sup>6</sup> Prevailing wage; no agreement establishing a minimum.

TABLE 8. PRINTING AND ALLIED TRADES—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
Printing Pressmen — Con.										
Web.										
Boston, . . . . .	-	\$5.33	-	1 -	2 T	{ 6 8 8	{ 6 8 8	2 36 48 48	-	
Boston (journeymen), . . . . .	-	4.44	-	3 -	2 T	{ 6 8 8	{ 6 8 8	2 36 48 48	-	
Fall River (2-deck press, daily), . . . . .	-	-	\$25.00	-	-	8	8	48	-	
Fall River (3-deck press, daily), . . . . .	-	-	30.00	-	-	8	8	48	-	
Fall River (3-deck press, daily and Sunday), . . . . .	-	-	35.00	-	-	8	8	5 54	-	
Holyoke, . . . . .	-	-	{ 25.00 27.00 }	1½ T	2 T	8	8	48	-	
Lawrence, . . . . .	-	-	22.00	1½ T	2 T	8	8	48	-	
Lowell (day), . . . . .	-	-	24.00	1½ T	2 T	8 ¾	4 ¼	48	12	
Lowell (night), . . . . .	-	-	24.00	1½ T	2 T	8 ¾	4 ¼	48	12	
Pittsfield, . . . . .	-	-	25.00	1½ T	2 T	-	-	48	12	
Springfield (newspaper):										
First pressmen, . . . . .	-	4.42	-	1½ T	7 -	{ 8 8 8	{ 8 8 8	8 48 56 6 48	- - -	
Other pressmen, . . . . .	-	3.50	-	1½ T	7 -	{ 8 8 8	{ 8 8 8	56 56 10 48	- - -	
Worcester (men in charge), . . . . .	-	5.00	-	1½ T	9 -	{ 8 7 7	{ 8 7 7	10 48 42 42	- - -	
Worcester (other pressmen), . . . . .	-	-	23.00	1½ T	9 -	{ 8 7	{ 8 7	10 48 42	- -	
Proof readers.										
Brockton, . . . . .	\$0.50	4.00	24.00	1½ T	2 T	8	8	48	11 -	
Steel and Copper Plate Printers.										
Boston, <sup>12</sup> . . . . .	.60	-	-	1½ T	1½ T	8	5	45	12	
Stereotypers.										
Apprentices.										
Fall River:										
First year, . . . . .	-	1.00	-	1½ T	2 T	8	13 8	13 48	13 4	
Second year, . . . . .	-	1.50	-	1½ T	2 T	8	13 8	13 48	13 4	
Third year, . . . . .	-	1.75	-	1½ T	2 T	8	13 8	13 48	13 4	
Fourth year, . . . . .	-	2.00	-	1½ T	2 T	8	13 8	13 48	13 4	
Fifth year, . . . . .	-	2.25	-	1½ T	2 T	8	13 8	13 48	13 4	
Lowell:										
First year, . . . . .	-	-	6.00	1½ T	1½ T	7	14 7	14 42	14 5	
Second year, . . . . .	-	-	9.00	1½ T	1½ T	7	14 7	14 42	14 5	
Third year, . . . . .	-	-	12.00	1½ T	1½ T	7	14 7	14 42	14 5	
Fourth year, . . . . .	-	-	15.00	1½ T	1½ T	7	14 7	14 42	14 5	
Springfield:										
First and second years, . . . . .	-	2.00	-	1½ T	1½ T	{ 7 8 8	{ 8 8 8	15 43 48 48	-	
Third and fourth years, . . . . .	-	2.25	-	1½ T	1½ T	{ 7 8 8	{ 8 8 8	15 43 48 48	-	
Fifth year, . . . . .	-	2.50	-	1½ T	1½ T	{ 7 8	{ 8 8	15 43 48	-	

<sup>1</sup> From 5 P.M. to 11.30 P.M. on Saturday nights, 90 cents per hour; other overtime \$1.20 per hour.<sup>2</sup> Day work, 48 hours a week; night work, 36 hours.<sup>3</sup> From 5 P.M. to 11.30 P.M. on Saturday nights, 75 cents per hour; other overtime \$1 per hour.<sup>4</sup> Work 6 hours on Sunday.<sup>5</sup> 8 to 16 page, \$25; 24 to 48 page, \$27.<sup>6</sup> Prevailing wage; no agreement establishing a minimum.<sup>7</sup> Day work, 2 T; night work, regular time.<sup>8</sup> Day work, 48 hours a week; night work, 56 hours.<sup>9</sup> Day work, Sundays, 1½ T; holidays, regular time. Night work, regular time.<sup>10</sup> Day work, 48 hours a week; night work, 42 hours.<sup>11</sup> Men generally take Saturday half-holiday and make up time during week.<sup>12</sup> Mostly piece work.<sup>13</sup> During 4 months, work 5 hours on Saturday, 45 hours a week.<sup>14</sup> During 5 months, work 2½ hours on Saturday, 37½ hours a week.<sup>15</sup> Day work, 48 hours a week; night work, 43 hours.

TABLE S. PRINTING AND ALLIED TRADES — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Stereotypers — Con.</b>									
<i>Stereotypers.</i>									
Boston, . . . . .	-	\$4.50	-	\$0.85	2 T	{ 6 7	6 7	36 42	- -
Fall River, . . . . .	-	-	\$21.00	1½ T	2 T	8	8	48	4
Fall River (foremen), . . . . .	-	-	25.00	1½ T	2 T	8	8	48	4
Lowell (day), . . . . .	-	-	18.00	1½ T	1½ T	7	7	42	5
New Bedford (day), . . . . .	-	-	24.00	-	2 T	8	8	56	-
New Bedford (night), . . . . .	-	-	21.00	-	2 T	8	8	48	-
New Bedford (foremen), . . . . .	-	-	23.00	-	2 T	8	8	48	-
Springfield (day), . . . . .	-	3.25	-	1½ T	1½ T	8	8	48	-
Springfield (night), . . . . .	-	3.75	-	1½ T	1½ T	7	8	43	-
Springfield (assistant foremen, day), . . . . .	-	5.25	-	1½ T	1½ T	8	8	48	-
Springfield (assistant foremen, night), . . . . .	-	5.75	-	1½ T	1½ T	7	8	43	-
Taunton, . . . . .	-	-	22.00	-	2 T	8	8	48	-
Worcester, . . . . .	-	4.00	-	1½ T	2 T	{ 8 7	8 7	48 42	- -

<sup>1</sup> Except overtime on Saturday for Sunday papers, when hourly rate is 76 cents.

<sup>2</sup> Day work, 42 hours a week; night work, 36 hours.

<sup>3</sup> During 4 months, work 5 hours on Saturday, 45 hours a week.

<sup>4</sup> During 5 months, work 2½ hours on Saturday, 37½ hours a week.

<sup>5</sup> Day work, 48 hours a week; night work, 42 hours.



TABLE 9. STONE WORKING AND QUARRYING.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Work-ing Days	Sun-days and Holi-days	Mon-day to Fri-day	Sat-urday		
<b>Stone, Marble, and Quarry Workers.</b>									
<i>Granite Cutters.</i>									
Boston, <sup>1</sup>	—	\$4.80	—	1½ T	2 T	8	4	44	12
Chelmsford, <sup>1</sup>	\$0.60	4.80	\$26.40	1½ T	2 T	8	4	44	12
Chelmsford (surfacing machine cutters),	.63½	5.08	27.94	1½ T	2 T	8	4	44	12
Chester, <sup>1</sup>	.60	4.80	26.40	1½ T	2 T	8	4	44	12
Fall River, <sup>2</sup>	.62½	5.00	27.50	1½ T	2 T	8	4	44	12
Fall River (surfacing machine cutters),	.68¾	5.50	30.25	1½ T	2 T	8	4	44	12
Gloucester, <sup>2</sup>	.60	4.80	26.40	1½ T	2 T	8	4	44	12
Gloucester (surfacing machine cutters),	.63	5.04	27.72	1½ T	2 T	8	4	44	12
Holyoke, <sup>3</sup>	.60	4.80	—	2 T	2 T	8	4	44	12
Holyoke (surfacing machine cutters),	.66¾	5.30	—	2 T	2 T	8	4	44	12
Lawrence, <sup>1</sup>	.60	—	—	1½ T	—	8	4	44	12
Lawrence (surfacing machine cutters),	.63	—	—	1½ T	—	8	4	44	12
Lowell, <sup>4</sup>	.60	4.80	26.40	1½ T	2 T	8	4	44	12
Lynn, <sup>5</sup>	.60	4.80	26.40	1½ T	2 T	8	4	44	12
Marlborough,	—	4.50	—	1½ T	2 T	8	4	44	12
Milford, <sup>6</sup>	.60	4.80	26.40	1½ T	2 T	8	4	44	12
Milford (surfacing machine cutters),	.63	5.04	27.72	1½ T	2 T	8	4	44	12
Monson, <sup>1</sup>	.60	4.80	26.40	1½ T	2 T	8	4	44	12
Monson (surfacing machine cutters),	.63	5.04	27.72	1½ T	2 T	8	4	44	12
New Bedford, <sup>1</sup>	.60	4.80	26.40	1½ T	2 T	8	4	44	12
New Bedford (surfacing machine cutters),	.65	5.20	28.60	1½ T	2 T	8	4	44	12
Quincy, <sup>5</sup>	—	4.80	—	1½ T	7—	8	4	44	12
Springfield,	.60	4.80	—	2 T	2 T	8	4	44	12
Springfield (surfacing machine cutters),	.66¾	5.30	—	2 T	2 T	8	4	44	12
Worcester, <sup>8</sup>	.60	—	—	9—	2 T	8	4	44	12
Worcester (surfacing machine cutters),	.63	—	—	9—	2 T	8	4	44	12
<i>Granite Polishers.</i>									
Quincy, <sup>10</sup>	—	4.80	—	1½ T	2 T	8	4	44	12
<i>Marble Setters and Helpers.</i>									
Boston (helpers),	.42½	—	—	1½ T	2 T	8	4	44	12
Springfield,	.75	—	—	2 T	2 T	8	4	44	12
<i>Paving Cutters.</i>									
Boston,	.75	6.00	36.00	1½ T	1½ T	8	8	48	—
Chelmsford (block),	.45	3.60	20.25	—	—	8	5	45	12
Fall River (block),	.62½	5.00	27.50	—	—	8	4	44	12
Gloucester (block),	.46	3.68	—	—	—	8	8	48	—
Lowell,	.62½	5.00	27.50	—	2 T	8	4	44	12
Rockport (block),	.46	—	—	—	—	8	8	48	—

<sup>1</sup> Polishers and tool sharpeners receive same rate.

<sup>2</sup> Polishers, sawyers, and tool sharpeners receive same rate.

<sup>3</sup> Polishers and tool sharpeners receive same rate. Apprentices serve 3 years; receive \$1.25 a day for the first 6 months and an increase of 25 cents a day after each 6 months of service.

<sup>4</sup> Polishers, sawyers, surfacing machine cutters, and tool sharpeners receive same rate.

<sup>5</sup> Polishers, surfacing machine cutters, and tool sharpeners receive same rate.

<sup>6</sup> Blacksmiths, polishers, sawyers, and tool sharpeners receive same rate.

<sup>7</sup> No work on holidays.

<sup>8</sup> Tool sharpeners receive same rate.

<sup>9</sup> 1½ T except from darkness to dawn, when 2 T is paid.

<sup>10</sup> Bedsetters, polishers (hand), and sawyers, when working by the day, receive same rate.

TABLE 9. STONE WORKING AND QUARRYING — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Work-ing Days	Sundays and Holi-days	Mon-day to Fri-day	Sat-urday		
<b>Stone, Marble, and Quarry Workers — Con.</b>									
<i>Stone Cutters (General).</i>									
Boston (inside men):									
Carvers, . . . . .	\$0.85	—	—	2 T	2 T	8	4	44	12
Cutters and fitters, . . .	.70	—	—	2 T	2 T	8	4	44	12
Boston (outside men):									
Carvers, . . . . .	.85	—	—	2 T	2 T	8	4	44	12
Cutters and fitters, . . .	.75	—	—	2 T	2 T	8	4	44	12
Holyoke, . . . . .	.56 <sup>1</sup> / <sub>4</sub>	—	—	1 <sup>1</sup> / <sub>2</sub> T	2 T	8	4	44	12
Springfield, . . . . .	.56 <sup>1</sup> / <sub>4</sub>	—	—	1 <sup>1</sup> / <sub>2</sub> T	2 T	8	4	44	12
<i>Terrazzo Helpers.</i>									
Boston, . . . . .	.45	\$3.60	\$19.80	1 <sup>1</sup> / <sub>2</sub> T	2 T	8	4	44	12
<b>Other Quarry Employees.</b>									
<i>Blacksmiths.</i>									
Chester, . . . . .	.44	3.52	21.12	1 <sup>1</sup> / <sub>4</sub> T	1 <sup>1</sup> / <sub>4</sub> T	8	8	48	—
Milford, . . . . .	.60	—	—	1 <sup>1</sup> / <sub>2</sub> T	2 T	8	4	44	12
Milford (helpers), . . . .	.37 <sup>1</sup> / <sub>2</sub>	—	—	1 <sup>1</sup> / <sub>2</sub> T	2 T	8	4	44	12
<i>Derrickmen.</i>									
Chester, . . . . .	.30	2.40	14.40	1 <sup>1</sup> / <sub>4</sub> T	1 <sup>1</sup> / <sub>4</sub> T	8	8	48	—
Milford (second men), . .	.37 <sup>1</sup> / <sub>2</sub>	—	—	1 <sup>1</sup> / <sub>2</sub> T	2 T	8	4	44	12
Milford (third men), . . .	.35	—	—	1 <sup>1</sup> / <sub>2</sub> T	2 T	8	4	44	12
Rockport, . . . . .	.40	3.20	19.20	1 <sup>1</sup> / <sub>2</sub> T	2 T	8	8	48	—
<i>Derrickmen, Head.</i>									
Chester, . . . . .	.31 <sup>1</sup> / <sub>4</sub>	2.50	15.00	1 <sup>1</sup> / <sub>4</sub> T	1 <sup>1</sup> / <sub>4</sub> T	8	8	48	—
Milford, . . . . .	.37 <sup>1</sup> / <sub>2</sub>	—	—	1 <sup>1</sup> / <sub>2</sub> T	2 T	8	4	44	12
Quincy, . . . . .	.50	—	—	1 <sup>1</sup> / <sub>2</sub> T	2 T	8	8	48	—
<i>Drillers.</i>									
Quincy (steam), . . . . .	.50	—	—	1 <sup>1</sup> / <sub>2</sub> T	2 T	8	8	48	—
<i>Drill Runners, Air Plug.</i>									
Chester, . . . . .	.30	2.40	14.40	1 <sup>1</sup> / <sub>4</sub> T	1 <sup>1</sup> / <sub>4</sub> T	8	8	48	—
Milford, . . . . .	.37 <sup>1</sup> / <sub>2</sub>	—	—	1 <sup>1</sup> / <sub>2</sub> T	2 T	8	4	44	12
Rockport, . . . . .	.40	3.20	19.20	1 <sup>1</sup> / <sub>2</sub> T	2 T	8	8	48	—
<i>Drill Runners, Tripod.</i>									
Chester, . . . . .	.35	2.80	16.80	1 <sup>1</sup> / <sub>4</sub> T	1 <sup>1</sup> / <sub>4</sub> T	8	8	48	—
Milford, . . . . .	.37 <sup>1</sup> / <sub>2</sub>	—	—	1 <sup>1</sup> / <sub>2</sub> T	2 T	8	4	44	12
Rockport, . . . . .	.40	3.20	19.20	1 <sup>1</sup> / <sub>2</sub> T	2 T	8	8	48	—
<i>Engineers, Steam.</i>									
Chester, . . . . .	.37 <sup>1</sup> / <sub>2</sub>	3.00	18.00	1 <sup>1</sup> / <sub>4</sub> T	1 <sup>1</sup> / <sub>4</sub> T	8	8	48	—
Milford (hoisting and port- able), . . . . .	.40	3.20	19.20	1 <sup>1</sup> / <sub>2</sub> T	2 T	8	4	44	12
Quincy:	.41 <sup>1</sup> / <sub>2</sub>	3.32	18.26	1 —	2 T	8	4	44	12
First class, . . . . .	—	—	24.00	Reg.	2 T	8	8	48	—
Second class, . . . . .	—	—	21.00	Reg.	2 T	8	8	48	—
Third class, . . . . .	—	—	18.00	Reg.	2 T	8	8	48	—
Rockport (hoisting and port- able), . . . . .	.35	2.80	16.80	1 <sup>1</sup> / <sub>2</sub> T	1 <sup>1</sup> / <sub>2</sub> T	8	8	48	—
Rockport (operating revolv- ing locomotive cranes), .	—	3.00	18.00	1 <sup>1</sup> / <sub>2</sub> T	1 <sup>1</sup> / <sub>2</sub> T	8	8	48	—
<i>Firemen.</i>									
Chester, . . . . .	.29	2.32	13.92	1 <sup>1</sup> / <sub>4</sub> T	1 <sup>1</sup> / <sub>4</sub> T	8	8	48	—
Rockport, . . . . .	.35	2.80	16.80	1 <sup>1</sup> / <sub>2</sub> T	1 <sup>1</sup> / <sub>2</sub> T	8	8	48	—
<i>Laborers.</i>									
Chester, . . . . .	.28	2.24	13.44	1 <sup>1</sup> / <sub>4</sub> T	1 <sup>1</sup> / <sub>4</sub> T	8	8	48	—
<i>Powdermen.</i>									
Milford, . . . . .	.37 <sup>1</sup> / <sub>2</sub>	—	—	1 <sup>1</sup> / <sub>2</sub> T	2 T	8	4	44	12

<sup>1</sup> Saturday afternoon, 2 T; other overtime, 1<sup>1</sup>/<sub>2</sub> T.

TABLE 9. STONE WORKING AND QUARRYING — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Other Quarry Employees — Con.</b>									
<i>Quarrymen.</i>									
Chester, . . . . .	\$0.30	\$2.40	\$14.40	1½ T	1½ T	8	8	48	-
Milford, . . . . .	.37½	-	-	1½ T	2 T	8	4	44	12
Quincy, . . . . .	.50	-	-	1½ T	2 T	8	8	48	-
<i>Tool Sharpeners.</i>									
Quincy, . . . . .	.60	4.80	26.40	1½ T	-	8	4	44	12
Rockport, . . . . .	.40	3.20	19.20	1½ T	2 T	8	8	48	-

TABLE 10. TEAMING.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
<b>Bakery Wagon Drivers.</b>										
Brockton (large shops),	-	-	\$21.00	-	-	10	10	60	-	
Brockton (small shops),	-	-	17.00	-	-	10	10	60	-	
<b>Carriage Drivers and Chauffeurs.</b>										
Boston:										
Carriage drivers,	-	-	16.00	\$0.30	\$0.30	10	10	70	-	
Chauffeurs,	-	\$2.50	-	.30	.30	9	9	63	-	
Taxi drivers,	-	3.00	-	.35	.35	10	10	70	-	
Touring car drivers,	-	-	21.00	.35	.35	10	10	70	-	
<b>Coal Teamsters.</b>										
<i>One-horse.</i>										
Boston,	-	-	21.00	1½ T	2 T	9	1 9	1 54	1 6	
Brockton,	-	-	21.00	Reg.	2 T	8	8	48	-	
Haverhill,	-	-	2 19.00	1½ T	1½ T	9	5 9	3 54	3 5	
Holyoke,	-	-	4 19.00	1½ T	1½ T	6 9	5 9	54	5 4	
Lowell,	-	-	18.00	-	-	9	9	54	-	
Lynn,	-	-	20.00	6 -	2 T	9	4½	49½	12	
Malden,	-	-	21.00	.60	2 T	9	1 9	1 54	1 6	
Natick,	-	-	19.00	1½ T	2 T	9	3 9	3 54	3 5	
Salem,	-	-	19.00	1½ T	2 T	9	5	50	12	
Springfield,	-	-	19.00	1½ T	2 T	10	10	60	6	
Waltham,	-	-	21.00	1½ T	2 T	9	1 9	1 54	1 6	
Westfield,	-	-	19.50	Reg.	1½ T	9	9	54	-	
Winchester,	-	-	20.00	-	-	9	1 9	1 54	1 6	
Worcester,	-	-	20.00	1½ T	2 T	9	1 9	1 54	1 6	
<i>Two-horse.</i>										
Boston,	-	-	22.00	1½ T	2 T	9	1 9	1 54	1 6	
Holyoke,	-	-	4 20.00	1½ T	1½ T	5 9	5 9	54	6 4	
Lowell,	-	-	20.00	-	-	9	9	54	-	
Lynn,	-	-	21.50	6 -	2 T	9	4½	49½	12	
Malden,	-	-	22.00	.63	2 T	9	1 9	1 54	1 6	
Natick,	-	-	20.00	1½ T	2 T	9	3 9	3 54	3 5	
Salem,	-	-	20.00	1½ T	2 T	9	5	50	12	
Springfield,	-	-	20.00	1½ T	2 T	10	10	60	6	
Waltham,	-	-	22.00	1½ T	2 T	9	1 9	1 54	1 6	
Winchester,	-	-	20.00	-	-	9	1 9	1 54	1 6	
Worcester,	-	-	21.00	1½ T	2 T	9	1 9	1 54	1 6	
<i>Three-horse.</i>										
Boston,	-	-	23.00	1½ T	2 T	9	1 9	1 54	1 6	
Lynn,	-	-	22.00	6 -	2 T	9	4½	49½	12	
Natick,	-	-	21.00	1½ T	2 T	9	3 9	3 54	3 5	
Waltham,	-	-	23.00	1½ T	2 T	9	1 9	1 54	1 6	
<i>Chauffeurs.</i>										
Boston (electric truck),	-	-	24.00	1½ T	2 T	9	1 9	1 54	1 6	
Boston (gasoline truck),	-	-	25.00	1½ T	2 T	9	1 9	1 54	1 6	
Brockton,	-	-	22.00	Reg.	2 T	8	8	48	-	
Haverhill,	-	-	7 20.00	1½ T	1½ T	9	3 9	3 54	3 5	
Holyoke,	-	-	4 23.00	1½ T	1½ T	5 9	5 9	54	5 4	
Lowell (heavy truck),	-	-	21.00	-	-	9	9	54	-	
Lynn,	-	-	24.00	6 -	2 T	9	4½	49½	12	
Malden (electric truck),	-	-	25.00	1½ T	2 T	9	1 9	1 54	1 6	
Malden (gasoline truck),	-	-	25.00	1½ T	2 T	9	1 9	1 54	1 6	
Salem,	-	-	22.00	1½ T	2 T	9	5	50	12	

1 During 6 months, 5 hours on Saturday, 50 hours a week, without reduction in pay.

2 Rate of \$22 effective October 5, 1918.

3 During 5 months, 5 hours on Saturday, 50 hours a week.

4 Rate effective July 8, 1918.

5 During 4 months, 10 hours on 4 days, 9 hours on Friday, 5 hours on Saturday, 54 hours a week.

6 Forty cents an hour from 5 P.M. to 7 P.M.; 60 cents after 7 P.M.

7 Rate of \$24 effective October 5, 1918.

TABLE 10. TEAMING — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Coal Teamsters — Con.</b>									
<i>Chauffeurs — Con.</i>									
Springfield (two-ton truck),	-	-	\$22.00	1½ T	2 T	10	10	60	6
Springfield (five-ton truck),	-	-	25.00	1½ T	2 T	10	10	60	6
Waltham,	-	-	24.00	1½ T	2 T	9	19	154	16
Westfield,	-	-	22.50	Reg.	1½ T	9	9	54	-
Worcester (two-ton truck),	-	-	23.00	1½ T	2 T	9	19	154	16
Worcester (large truck),	-	-	24.00	1½ T	2 T	9	19	154	16
<i>Helpers.</i>									
Haverhill,	-	-	2 16.00	1½ T	1½ T	9	39	354	35
Holyoke,	-	-	18.00	1½ T	1½ T	59	59	54	54
Lowell,	-	-	18.00	-	-	9	9	54	-
Lynn,	-	-	20.00	-	2 T	9	4½	49½	12
Malden,	-	-	21.00	1½ T	2 T	9	19	154	16
Natick,	-	-	19.00	1½ T	2 T	9	39	354	35
Salem,	-	-	19.00	1½ T	2 T	9	5	50	12
Springfield,	-	-	19.00	1½ T	2 T	10	10	60	6
Waltham,	-	-	21.00	1½ T	2 T	9	19	154	16
Westfield,	-	-	18.00	Reg.	1½ T	9	9	54	-
Winchester,	-	-	20.00	-	-	9	19	154	16
Worcester,	-	-	19.00	1½ T	2 T	9	19	154	16
<i>Wharfmen.</i>									
Boston,	-	-	21.00	1½ T	2 T	9	19	154	16
Lynn,	-	-	20.00	-	2 T	9	4½	49½	12
Malden,	-	-	21.00	\$0.60	2 T	9	19	154	16
Waltham,	-	-	21.00	1½ T	2 T	9	19	154	16
<i>Yardmen.</i>									
Holyoke,	-	-	18.00	1½ T	1½ T	59	59	54	54
Lowell,	-	-	18.00	-	-	9	9	54	-
Malden,	-	-	21.00	.60	2 T	9	19	154	16
Westfield,	-	-	18.00	Reg.	1½ T	9	9	54	-
<b>Department Store Drivers, Chauffeurs, and Helpers.</b>									
Boston:									
One-horse teamsters,	-	-	18.00	1½ T	2 T	9	9	54	-
Two-horse teamsters,	-	-	19.00	1½ T	2 T	9	9	54	-
Chauffeurs,	-	-	21.00	1½ T	2 T	9	9	54	-
Helpers (auto),	-	-	15.00	1½ T	2 T	9	9	54	-
Helpers (wagon),	-	-	12.00	1½ T	2 T	9	9	54	-
<b>Express and Transfer Drivers.</b>									
<i>One-horse.</i>									
Boston,	-	-	18.00	.50	\$1.00	10	10	60	-
Brockton,	-	-	18.00	-	2 T	9	9	54	-
Lynn,	-	-	21.00	.52	2 T	9½	76	753½	712
Natick,	-	-	19.00	1½ T	2 T	9	39	354	35
Salem,	-	-	19.00	1½ T	2 T	9	9	54	-
<i>Two-horse.</i>									
Boston,	-	-	20.00	.50	1.00	10	10	60	-
Brockton,	-	-	21.00	-	2 T	9	9	54	-
Lynn,	-	-	22.00	.55	2 T	9½	76	753½	712
Natick,	-	-	20.00	1½ T	2 T	9	39	354	35
Salem,	-	-	20.00	1½ T	2 T	9	9	54	-

1 During 6 months, 5 hours on Saturday, 50 hours a week, without reduction in pay.

2 Rate of \$21 effective October 5, 1918.

3 During 5 months, 5 hours on Saturday, 50 hours a week.

4 Rate effective July 8, 1918.

5 During 4 months, 10 hours on 4 days, 9 hours on Friday, 5 hours on Saturday, 54 hours a week.

6 Forty cents an hour from 5 P.M. to 7 P.M.; 60 cents after 7 P.M.

7 One-half of the number of men work 9 hours on alternate Saturdays at regular rate.

TABLE 10. TEAMING — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sun-days and Holi-days	Mon-day to Fri-day	Sat-urday		
<b>Express and Transfer Drivers — Con.</b>									
<i>Chauffeurs.</i>									
Boston (single truck), . . . . .	-	-	\$20.00	\$0.50	\$1.00	10	10	60	-
Boston (double truck), . . . . .	-	-	22.00	.50	1.00	10	10	60	-
Lynn, . . . . .	-	-	24.00	.60	2 T	9½	16	153½	1 12
Salem, . . . . .	-	-	22.00	1½ T	2 T	9	9	54	-
<i>Helpers.</i>									
Boston:									
One-horse, . . . . .	-	-	15.00	.50	1.00	10	10	60	-
Two-horse, . . . . .	-	-	16.00	.50	1.00	10	10	60	-
Truck, large, . . . . .	-	-	17.00	.50	1.00	10	10	60	-
Truck, single auto, . . . . .	-	-	15.00	.50	1.00	10	10	60	-
Brockton, . . . . .	-	-	18.00	-	2 T	9	9	54	-
Lynn, . . . . .	-	-	20.00	.60	2 T	9½	16	153½	1 12
Salem, . . . . .	-	-	19.00	1½ T	2 T	9	9	54	-
<b>Furniture Teamsters.</b>									
Haverhill (chauffeurs), . . . . .	-	-	18.00	Reg.	Reg.	10	10	60	2
Haverhill (chauffeurs' helpers), . . . . .	-	-	16.00	Reg.	Reg.	10	10	60	2
<b>Grain and Mason Supply Handlers.</b>									
Springfield:									
One-horse, . . . . .	-	-	19.00	1½ T	2 T	10	5	55	12
Two-horse, . . . . .	-	-	20.00	1½ T	2 T	10	5	55	12
Chauffeurs (trucks, less than two tons), . . . . .	-	-	22.00	1½ T	2 T	10	5	55	12
Chauffeurs (trucks, two tons and over), . . . . .	-	-	24.00	1½ T	2 T	10	5	55	12
Helpers, . . . . .	-	-	19.00	1½ T	2 T	10	5	55	12
<b>Ice Cart Drivers.</b>									
Brockton:									
Drivers (first year), . . . . .	-	-	20.00	Reg.	2 T	2-	2-	2-	-
Drivers (second year), . . . . .	-	-	22.00	Reg.	2 T	2-	2-	2-	-
Helpers, . . . . .	-	-	19.00	Reg.	2 T	2-	2-	2-	-
Lynn:									
Chauffeurs, . . . . .	-	-	23.00	-	2 T	-	-	-	-
Ice drivers (November 1 to May 1), . . . . .	-	-	19.00	-	2 T	-	-	-	-
Route drivers (May 1 to November 1), . . . . .	-	-	22.00	-	2 T	-	-	-	-
Helpers, . . . . .	-	-	19.00	-	2 T	-	-	-	-
Natick, . . . . .	-	-	25.00	Reg.	2 T	9	9	54	5
<b>Laundry Wagon Drivers.</b>									
Boston:									
Chauffeurs (first three months), . . . . .	-	-	17.00	1½ T	2 T	9	9	54	-
Chauffeurs (after three months), . . . . .	-	-	21.00	1½ T	2 T	9	9	54	-
Drivers (first three months), . . . . .	-	-	17.00	1½ T	2 T	9	9	54	-
Drivers (after three months), . . . . .	-	-	21.00	1½ T	2 T	9	9	54	-
Helpers (first three months), . . . . .	-	-	14.50	1½ T	2 T	9	9	54	-
Helpers (after three months), . . . . .	-	-	17.00	1½ T	2 T	9	9	54	-
Brockton, . . . . .	-	-	9.00-12.00	-	-	6-	6-	6-	-

<sup>1</sup> One-half of the number of men work 9 hours on alternate Saturdays at regular rate.

<sup>2</sup> About 9 hours a day; no union hours.

<sup>3</sup> During 5 months, 5 hours on Saturday, 50 hours a week.

<sup>4</sup> Also commissions.

<sup>5</sup> Work by routes; cover one route a day.

TABLE 10. TEAMING — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
<b>Lumber Teamsters.</b>										
<i>One-horse.</i>										
Boston, . . . . .	-	-	\$19.00	1 -	2 T	9	5	50	12	
Brockton, . . . . .	-	-	21.00	-	2 T	9	5	50	12	
Lawrence, . . . . .	-	-	16.61	Reg.	-	8	4	44	12	
Lynn, . . . . .	-	-	17.00	\$0.45	2 T	9	5	50	12	
Natick, . . . . .	-	-	19.00	1½ T	2 T	9	2 9	2 54	2 5	
Salem, . . . . .	-	-	19.00	1½ T	2 T	9	5	50	12	
<i>Two-horse.</i>										
Boston, . . . . .	-	-	21.00	1 -	2 T	9	5	50	12	
Brockton, . . . . .	-	-	22.00	-	2 T	9	5	50	12	
Lawrence, . . . . .	-	-	18.81	Reg.	-	8	4	44	12	
Lynn, . . . . .	-	-	19.00	.45	2 T	9	5	50	12	
Natick, . . . . .	-	-	20.00	1½ T	2 T	9	2 9	2 54	2 5	
Salem, . . . . .	-	-	20.00	1½ T	2 T	9	5	50	12	
<i>Three-horse.</i>										
Boston, . . . . .	-	-	22.00	1 -	2 T	9	5	50	12	
Lynn, . . . . .	-	-	20.00	.45	2 T	9	5	50	12	
<i>Four-horse.</i>										
Lynn, . . . . .	-	-	21.00	.45	2 T	9	5	50	12	
<i>Chauffeurs.</i>										
Boston (first class), . . . . .	-	-	23.00	1 -	2 T	9	5	50	12	
Boston (second class), . . . . .	-	-	21.00	1 -	2 T	9	5	50	12	
Lynn (one-ton truck), . . . . .	-	-	20.00	.45	2 T	9	5	50	12	
Lynn (over one-ton truck), . . . . .	-	-	22.00	.45	2 T	9	5	50	12	
Salem, . . . . .	-	-	22.00	1½ T	2 T	9	5	50	12	
<i>Helpers.</i>										
Lawrence, . . . . .	-	-	14.50	Reg.	-	8	4	44	12	
Salem, . . . . .	-	-	19.00	1½ T	2 T	9	5	50	12	
<i>Surveyors.</i>										
Boston, . . . . .	-	-	25.00	1 -	2 T	9	5	50	12	
<i>Tally Men.</i>										
Boston (first class), . . . . .	-	-	22.00	1 -	2 T	9	5	50	12	
Boston (second class), . . . . .	-	-	20.00	1 -	2 T	9	5	50	12	
Lynn, . . . . .	-	-	20.00	.45	2 T	9	5	50	12	
Salem, . . . . .	-	-	20.00	1½ T	2 T	9	5	50	12	
<i>Yardmen.</i>										
Fall River, . . . . .	-	-	18.00	1½ T	1½ T	9	3 9	3 54	3 5	
Lynn, . . . . .	-	-	17.00	.45	2 T	9	5	50	12	
<b>Market and Commission House Teamsters.</b>										
Boston:										
One-horse, . . . . .	-	-	22.00	.50	2 T	10½	6½	59	12	
Two-horse, . . . . .	-	-	24.00	.50	2 T	10½	6½	59	12	
Three-horse, . . . . .	-	-	25.00	.50	2 T	10½	6½	59	12	
Four-horse, . . . . .	-	-	26.00	.50	2 T	10½	6½	59	12	
Chauffeurs (one-ton truck), . . . . .	-	-	24.00	.50	2 T	10½	6½	59	12	
Helpers, . . . . .	-	-	24.00	.50	2 T	10½	6½	59	12	
<b>Milk Wagon Drivers.</b>										
Boston:										
Chauffeurs:										
Under one ton, . . . . .	-	-	23.00	Reg.	Reg.	9	9	4 63	-	
Under two tons, . . . . .	-	-	25.00	Reg.	Reg.	9	9	4 63	-	
Over two tons, . . . . .	-	-	26.00	Reg.	Reg.	9	9	4 63	-	

<sup>1</sup> First 2 hours, regular rate; 1½ T thereafter.<sup>2</sup> During 5 months, 5 hours on Saturday, 50 hours a week.<sup>3</sup> During 5 months, work 6 hours on Saturday, 51 hours a week.<sup>4</sup> During 7 months of year, 2 days off each month; during other 5 months, 1 day off each month.

TABLE 10. TEAMING — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Milk Wagon Drivers — Con.</b>									
Boston — Con.									
Drivers, . . . . .	—	—	<sup>1</sup> \$25.00	Reg.	Reg.	10	10	<sup>2</sup> 70	—
Helpers, . . . . .	—	—	18.00	Reg.	Reg.	10	10	<sup>2</sup> 70	—
Route foremen, . . . . .	—	—	28.00	Reg.	<sup>3</sup> —	10	10	<sup>2</sup> 60	—
Brockton, . . . . .	—	—	18.00	Reg.	Reg.	4 —	4 —	4 —	—
<b>Newspaper Wagon Drivers.</b>									
Boston:									
Chauffeurs, . . . . .	—	\$3 00	—	\$0.40	5 —	8	8	48	—
Depot, . . . . .	—	2.50	—	.40	5 —	8	8	48	—
Route, . . . . .	—	3 00	—	.40	5 —	8	8	48	—
<b>Piano and Furniture Movers.</b>									
Boston:									
Chauffeurs, . . . . .	—	—	21.00	.40	2 T	11	11	66	—
Drivers, . . . . .	—	—	18.00	.40	2 T	11	11	66	—
Helpers, . . . . .	—	—	17.00	.40	2 T	11	11	66	—
Packers, . . . . .	—	—	17.00	.40	2 T	11	11	66	—
Auto loaders, . . . . .	—	—	18.00	.40	2 T	11	11	66	—
<b>Sand and Cement Teamsters.</b>									
<i>One-horse.</i>									
Boston, . . . . .	—	—	21.00	6 —	2 T	10	<sup>7</sup> 10	<sup>7</sup> 60	<sup>7</sup> 6
Haverhill, . . . . .	—	—	15.50	1½ T	2 T	9	<sup>8</sup> 9	<sup>8</sup> 54	<sup>8</sup> 4
<i>Two-horse.</i>									
Boston, . . . . .	—	—	22.00	6 —	2 T	10	<sup>7</sup> 10	<sup>7</sup> 60	<sup>7</sup> 6
Haverhill, . . . . .	—	—	16.50	1½ T	2 T	9	<sup>8</sup> 9	<sup>8</sup> 54	<sup>8</sup> 4
Natick, . . . . .	—	—	20.00	1½ T	2 T	9	<sup>9</sup> 9	<sup>9</sup> 54	<sup>9</sup> 5
<i>Three-horse.</i>									
Boston, . . . . .	—	—	23.00	6 —	2 T	10	<sup>7</sup> 10	<sup>7</sup> 60	<sup>7</sup> 6
<i>Four-horse.</i>									
Boston, . . . . .	—	—	24.00	6 —	2 T	10	<sup>7</sup> 10	<sup>7</sup> 60	<sup>7</sup> 6
<i>Chauffeurs.</i>									
Boston (one ton or less), . . . . .	—	—	20.00	6 —	2 T	10	<sup>7</sup> 10	<sup>7</sup> 60	<sup>7</sup> 6
Boston (not over three tons), . . . . .	—	—	22.00	6 —	2 T	10	<sup>7</sup> 10	<sup>7</sup> 60	<sup>7</sup> 6
Boston (over three tons), . . . . .	—	—	24.00	6 —	2 T	10	<sup>7</sup> 10	<sup>7</sup> 60	<sup>7</sup> 6
Boston (helpers), . . . . .	—	—	18.00	6 —	2 T	10	<sup>7</sup> 10	<sup>7</sup> 60	<sup>7</sup> 6
Boston (lumpers), . . . . .	—	—	18.00	6 —	2 T	10	<sup>7</sup> 10	<sup>7</sup> 60	<sup>7</sup> 6
Haverhill, . . . . .	—	—	18.00	1½ T	2 T	9	<sup>8</sup> 9	<sup>8</sup> 54	<sup>8</sup> 4
Haverhill (helpers), . . . . .	—	—	15.00	1½ T	2 T	9	<sup>8</sup> 9	<sup>8</sup> 54	<sup>8</sup> 4
<b>Stablemen and Garagemen.</b>									
Boston:									
Floormen, . . . . .	—	—	20.00	1½ T	Reg.	9½	9½	<sup>10</sup> 66½	—
Gasoline tank fillers, . . . . .	—	—	19.00	1½ T	Reg.	9½	9½	<sup>10</sup> 66½	—
Harness cleaners, . . . . .	—	—	18.00	1½ T	—	9½	9½	<sup>10</sup> 66½	—

<sup>1</sup> First 3 months, \$18; second 3 months, \$21.<sup>2</sup> During 7 months of year, 2 days off each month.<sup>3</sup> Do not work on Sundays or holidays except in case of emergency.<sup>4</sup> About 9 hours a day; no union hours.<sup>5</sup> Receive \$4 for working Sundays; double time on holidays.<sup>6</sup> Between 5 P.M. and 8 P.M. and between 4 A.M. and 6 A.M., 50 cents an hour; between 8 P.M. and 4 A.M., 55 cents an hour.<sup>7</sup> During 6 months, 6 hours on Saturday, 56 hours a week.<sup>8</sup> During 4 months, work 5 hours on Saturday, 50 hours a week.<sup>9</sup> During 5 months, 5 hours on Saturday, 50 hours a week.<sup>10</sup> One day off in 14.



TABLE 10. TEAMING — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
<b>Stablemen and Garagemen</b> — Con.										
Boston — Con.										
Hostlers, . . . . .	—	—	\$18.00	1½ T	—	9½	9½	1 66½	—	
Oilers, . . . . .	—	—	19.00	1½ T	—	9½	9½	1 66½	—	
Washers, auto, . . . . .	—	—	21.00	1½ T	—	9½	9½	1 66½	—	
Washers, wagon, . . . . .	—	—	20.00	1½ T	Reg.	9½	9½	1 66½	—	
Quincy, . . . . .	—	—	17.00	—	2 T	12	12	2 75	—	
<b>Teamsters, General.</b>										
<i>One-horse.</i>										
Boston (one ton), . . . . .	—	—	19.00	3 —	2 T	11	11	66	—	
Boston (over one ton), . . . . .	—	—	20.00	3 —	2 T	11	11	66	—	
Fall River, . . . . .	—	—	15.50	1½ T	1½ T	9	4 9	4 54	4 5	
Holyoke, . . . . .	—	—	17.00	1½ T	2 T	9	9	54	—	
New Bedford, . . . . .	—	—	14.50	\$0.30	—	10	10	60	—	
Quincy, . . . . .	—	—	15.00	—	2 T	12	12	2 75	—	
Taunton, . . . . .	—	—	15.50	1½ T	1½ T	9	4 9	4 54	4 5	
<i>Two-horse.</i>										
Boston, . . . . .	—	—	22.00	3 —	2 T	11	11	66	—	
Fall River, . . . . .	—	—	18.00	1½ T	1½ T	9	4 9	4 54	4 5	
Holyoke, . . . . .	—	—	18.00	1½ T	2 T	9	9	54	—	
New Bedford, . . . . .	—	—	18.00	.30	—	10	10	60	—	
Quincy, . . . . .	—	—	17.00	—	2 T	12	12	2 75	—	
Taunton, . . . . .	—	—	18.00	1½ T	1½ T	9	4 9	4 54	4 5	
<i>Three-horse.</i>										
Boston, . . . . .	—	—	23.00	3 —	2 T	11	11	66	—	
New Bedford, . . . . .	—	—	19.00	.35	—	10	10	60	—	
Quincy, . . . . .	—	—	18.00	—	2 T	12	12	2 75	—	
<i>Four-horse.</i>										
Boston, . . . . .	—	—	24.00	3 —	2 T	11	11	66	—	
New Bedford, . . . . .	—	—	21.00	.40	—	10	10	60	—	
Quincy, . . . . .	—	—	20.00	—	2 T	12	12	2 75	—	
<i>Five-horse.</i>										
Boston, . . . . .	—	—	25.00	3 —	2 T	11	11	66	—	
<i>Six-horse.</i>										
Boston, . . . . .	—	—	26.00	3 —	2 T	11	11	66	—	
<i>Teamsters (Class of Work not Stated).</i>										
Brockton (heavy trucks), . . . . .	—	—	25.00	—	2 T	—	—	—	—	
Brockton (light trucks), . . . . .	—	—	21.00	—	2 T	—	—	—	—	
<i>Chauffeurs.</i>										
Boston:										
Trucks, one ton or less, . . . . .	—	—	20.00	3 —	2 T	11	11	66	—	
Trucks, over one ton to three tons, . . . . .	—	—	22.00	3 —	2 T	11	11	66	—	
Trucks, over three tons, . . . . .	—	—	24.00	3 —	2 T	11	11	66	—	
Fall River, . . . . .	—	—	22.00	1½ T	1½ T	9	4 9	4 54	4 5	
Natick (heavy truck), . . . . .	—	—	24.00	1½ T	2 T	9	4 9	4 54	4 5	
New Bedford, . . . . .	—	—	21.00	.40	—	10	10	60	—	
Quincy, . . . . .	—	—	18.00	—	2 T	12	12	2 75	—	

<sup>1</sup> One day off in 14.<sup>2</sup> Work 3 hours on Sunday.<sup>3</sup> Between 6 P.M. and 8 P.M. and between 4 A.M. and 6 A.M., 40 cents an hour; between 8 P.M. and 4 A.M., 55 cents an hour.<sup>4</sup> During 5 months, work 6 hours on Saturday, 51 hours a week.<sup>5</sup> During 5 months, 5 hours on Saturday, 50 hours a week.

TABLE 10. TEAMING — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Teamsters, General — Con.</b>									
<i>Helpers.</i>									
Boston, . . . . .	-	-	\$20.00	1 -	2 T	11	11	66	-
Boston (lumpers), . . . .	-	-	22.00	1 -	2 T	11	11	66	-
Fall River, . . . . .	-	-	18.00	1½ T	1½ T	9	<sup>2</sup> 9	<sup>2</sup> 54	<sup>2</sup> 5
Holyoke, . . . . .	-	-	17.00	1½ T	2 T	9	9	54	-
<i>Trimmers.</i>									
Fall River, . . . . .	\$0.75	-	-	1½ T	1½ T	-	-	-	-

<sup>1</sup> Between 6 P.M. and 8 P.M. and between 4 A.M. and 6 A.M., 40 cents an hour; between 8 P.M. and 4 A.M., 55 cents an hour.

<sup>2</sup> During 5 months, work 6 hours on Saturday, 51 hours a week.

TABLE 11. TEXTILE MANUFACTURING.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Beamers.</b>									
Adams, . . . . .	\$0.46	-	-	-	-	9 $\frac{3}{4}$	5 $\frac{1}{4}$	54	12
New Bedford, . . . . .	.52 $\frac{2}{3}$	\$5.09	\$28.20	1 $\frac{1}{2}$ T	-	9 $\frac{3}{4}$	5 $\frac{1}{4}$	54	12
<b>Card Pickers and Ring Spinners.</b>									
<i>Carders.</i>									
New Bedford, . . . . .	-	-	{ 14.00-18.00	{ 1 $\frac{1}{4}$ T	-	9 $\frac{3}{4}$	5 $\frac{1}{4}$	54	12
<i>Doffers.</i>									
New Bedford, . . . . .	-	-	{ 8.00-12.00	{ -	-	2 9 $\frac{3}{4}$	5 $\frac{1}{4}$	54	12
<i>Pickers.</i>									
New Bedford, . . . . .	-	-	{ 14.00-18.00	{ 1 $\frac{1}{4}$ T	-	9 $\frac{3}{4}$	5 $\frac{1}{4}$	54	12
<i>Ring Spinners.</i>									
New Bedford, . . . . .	-	-	{ 9.50-18.00	{ -	-	9 $\frac{3}{4}$	5 $\frac{1}{4}$	54	12
<b>Dresser Tenders.</b>									
<i>Slashers.</i>									
Lowell (fancy goods), . . . . .	-	-	28.75	1 $\frac{1}{2}$ T	2 T	9 $\frac{3}{4}$	5 $\frac{1}{4}$	54	12
Lowell (plain goods), . . . . .	-	-	25.40	1 $\frac{1}{2}$ T	2 T	9 $\frac{3}{4}$	5 $\frac{1}{4}$	54	12
New Bedford (colored goods), . . . . .	.50 $\frac{2}{3}$	-	-	1 $\frac{1}{2}$ T	-	9 $\frac{3}{4}$	5 $\frac{1}{4}$	54	12
New Bedford (plain), . . . . .	.45 $\frac{2}{3}$	-	-	1 $\frac{1}{2}$ T	-	9 $\frac{3}{4}$	5 $\frac{1}{4}$	54	12
<b>Folders.</b>									
Dedham, . . . . .	39	3.90	21.45	1 $\frac{1}{2}$ T	1 $\frac{1}{2}$ T	10	5	55	-
Norton (cotton), . . . . .	.45	4.50	24.30	1 $\frac{1}{4}$ T	-	10	4	54	12
<b>Loomfixers.</b>									
Adams, . . . . .	.49 $\frac{2}{3}$	4.84	26.82	1 $\frac{1}{2}$ T	1 $\frac{1}{2}$ T	9 $\frac{3}{4}$	5 $\frac{1}{4}$	54	12
Chicopee, . . . . .	.53 $\frac{7}{10}$	5.24	29.00	-	-	9 $\frac{3}{4}$	5 $\frac{1}{4}$	54	12
Clinton, . . . . .	.53 $\frac{2}{3}$	-	29.10	1 $\frac{1}{2}$ T	2 T	9 $\frac{3}{4}$	5 $\frac{1}{4}$	54	12
Fall River, . . . . .	-	-	25.50	1 $\frac{1}{2}$ T	1 $\frac{1}{2}$ T	9 $\frac{3}{4}$	5 $\frac{1}{4}$	54	12
Holyoke, . . . . .	.53 $\frac{7}{10}$	-	29.04	-	-	9 $\frac{3}{4}$	5 $\frac{1}{4}$	54	12
Lawrence (magazine looms), . . . . .	-	-	33.24	1 $\frac{1}{2}$ T	-	9 $\frac{3}{4}$	5 $\frac{1}{4}$	54	12
Lawrence (other looms), . . . . .	-	-	27.43	1 $\frac{1}{2}$ T	-	9 $\frac{3}{4}$	5 $\frac{1}{4}$	54	12
Lowell (cotton mills):									
Magazine fixers, . . . . .	-	-	30.19	1 $\frac{1}{2}$ T	2 T	9 $\frac{3}{4}$	5 $\frac{1}{4}$	54	12
Other fixers, . . . . .	-	-	28.46	1 $\frac{1}{2}$ T	2 T	9 $\frac{3}{4}$	5 $\frac{1}{4}$	54	12
Maynard, . . . . .	.52	5.07	28.08	1 $\frac{1}{4}$ T	1 $\frac{1}{2}$ T	9 $\frac{3}{4}$	5 $\frac{1}{4}$	54	12
New Bedford, . . . . .	-	-	{ 28.10-29.60	{ -	-	9 $\frac{3}{4}$	5 $\frac{1}{4}$	54	12
North Adams, . . . . .	-	-	27.21	-	-	9 $\frac{3}{4}$	5 $\frac{1}{4}$	54	12
Salem, . . . . .	.53 $\frac{2}{3}$	-	29.05	2 T	-	9 $\frac{3}{4}$	5 $\frac{1}{4}$	54	12
Taunton, . . . . .	-	-	26.60	1 $\frac{1}{4}$ T	1 $\frac{1}{4}$ T	9 $\frac{3}{4}$	4 $\frac{7}{8}$	54	12
<b>Mule Spinners.</b>									
<i>Spool Strippers.</i>									
Maynard (day work), . . . . .	-	-	19.03	1 $\frac{1}{4}$ T	-	9 $\frac{3}{4}$	5 $\frac{1}{4}$	54	12
Maynard (night work), . . . . .	-	-	24.40	-	-	-	-	-	-
<i>Waist Boys.</i>									
Maynard, . . . . .	-	-	12.27	-	-	8	8	48	-
<i>Yarn Weighers.</i>									
Maynard (day work), . . . . .	-	-	26.62	1 $\frac{1}{4}$ T	-	9 $\frac{3}{4}$	5 $\frac{1}{4}$	54	12
Maynard (night work), . . . . .	-	-	25.21	-	-	-	-	-	-

<sup>1</sup> Prevailing range of rates; no agreement establishing a minimum.<sup>2</sup> Girls who work 8 hours a day are paid \$5 a week.<sup>3</sup> Spare fixers for all rough work receive \$23 per week.

TABLE 11. TEXTILE MANUFACTURING — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Mule Spinners (Cotton).</b>									
Waltham, . . . . .	\$0.50	—	\$27.00	—	—	9 $\frac{3}{4}$	5 $\frac{1}{4}$	54	12
<b>Quillers.</b>									
New Bedford, . . . . .	.70 $\frac{1}{2}$	\$6.84	37.86	1 $\frac{1}{2}$ T	—	9 $\frac{3}{4}$	5 $\frac{1}{4}$	54	12
<b>Ring Twisters and Finishers.</b>									
<i>Doffers.</i>									
New Bedford, . . . . .	.27 $\frac{2}{3}$	—	14.70	—	—	9 $\frac{3}{4}$	5 $\frac{1}{4}$	54	12
<i>Tenders.</i>									
New Bedford, . . . . .	.38	—	20.52	1 $\frac{1}{2}$ T	—	9 $\frac{3}{4}$	5 $\frac{1}{4}$	54	12
<b>Slasher Tenders.</b>									
Fall River, . . . . .	.41 $\frac{1}{2}$	4.03	22.32	1 $\frac{1}{2}$ T	1 $\frac{1}{2}$ T	9 $\frac{3}{4}$	5 $\frac{1}{4}$	54	12
<b>Weavers.</b>									
Lowell, . . . . .	{ .26- .35 }	—	{ 14.04- 18.90 }	{ — — }	—	9 $\frac{3}{4}$	5 $\frac{1}{4}$	54	12
<b>Wool Sorters.</b>									
Barre, . . . . .	.60 $\frac{5}{8}$	—	32.70	1 $\frac{1}{4}$ T	2 T	9 $\frac{3}{4}$	5 $\frac{1}{4}$	54	12
Boston, . . . . .	.56	—	30.24	1 $\frac{1}{4}$ T	2 T	9 $\frac{3}{4}$	5 $\frac{1}{4}$	54	12
Hardwick, . . . . .	.45 $\frac{5}{8}$	—	24.60	—	—	9 $\frac{3}{4}$	5 $\frac{1}{4}$	54	12
Hudson, . . . . .	.59 $\frac{4}{9}$	—	32.10	1 $\frac{1}{4}$ T	2 T	9 $\frac{3}{4}$	5 $\frac{1}{4}$	54	12
Lowell, . . . . .	.57	5.56	30.78	1 $\frac{1}{4}$ T	1 $\frac{1}{2}$ T	9 $\frac{3}{4}$	5 $\frac{1}{4}$	54	12

TABLE 12. TELEPHONE AND TELEGRAPH SERVICE.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Work-ing Days	Sun-days and Holi-days	Mon-day to Fri-day	Sat-urday		
<b>Clerical Employees.</b>									
<b>Boston:</b>									
Clerks:									
Adjustment clerks, . . . . .	-	-	\$10.00	-	-	7½	4½	42	12
Contract information clerks, . . . . .	-	-	10.00	-	-	7½	4½	42	12
Plant clerks, . . . . .	-	-	10.00	-	-	7½	4½	42	12
Revenue account clerks, . . . . .	-	-	10.00	-	-	7½	4½	42	12
Senior clerks, . . . . .	-	-	15.00	-	-	7½	4½	42	12
Traffic managers' clerks, . . . . .	-	-	15.00	-	-	7½	4½	42	12
Instructors, operators, Class 1, . . . . .	-	-	18.50	-	-	7½	4½	42	12
Instructors, operators, Class 2, . . . . .	-	-	18.00	-	-	7½	4½	42	12
Stenographers, . . . . .	-	-	10.00	-	-	7½	4½	42	12
Toll observers, . . . . .	-	-	15.00	-	-	7½	4½	42	12
Toll observers (senior), . . . . .	-	-	18.00	-	-	7½	4½	42	12
Typists, . . . . .	-	-	10.00	-	-	7½	4½	42	12
North Adams (clerks), . . . . .	\$0.50	\$4.00	24.00	-	-	8	8	48	3
<b>Electrical Workers (Telephone Workers).</b>									
<b>Boston:</b>									
Cable pullers, . . . . .	.45	3.60	21.60	1½ T	1½ T	8	8	48	3
Cable splicers, . . . . .	.63¾	5.10	30.60	1½ T	1½ T	8	8	48	3
Cable splicers, head, . . . . .	.667½	5.35	32.10	1½ T	1½ T	8	8	48	3
Cable splicers' helpers, . . . . .	.45	3.60	21.60	1½ T	1½ T	8	8	48	3
Guardmen, . . . . .	.31¼	2.50	15.00	1½ T	1½ T	8	8	48	3
Linemen, . . . . .	-	4.35	-	1½ T	1½ T	8	8	48	3
Linemen (foremen), . . . . .	-	5.60	-	1½ T	1½ T	8	8	48	3
Linemen, head, . . . . .	-	4.85	-	1½ T	1½ T	8	8	48	3
Line repairmen, . . . . .	-	4.60	-	1½ T	1½ T	8	8	48	3
<b>Boston (central office):</b>									
Installers (Class A), . . . . .	-	-	29.10	1½ T	1½ T	8	8	48	4
Installers (Class B), . . . . .	-	-	27.60	1½ T	1½ T	8	8	48	4
Line assigners, . . . . .	-	-	26.10	1½ T	1½ T	8	8	48	4
Repairmen (Class A), . . . . .	-	-	29.10	1½ T	1½ T	8	8	48	4
Repairmen (Class B), . . . . .	-	-	27.60	1½ T	1½ T	8	8	48	4
Testmen (Class A toll), . . . . .	-	-	33.60	1½ T	1½ T	8	8	48	4
Testmen (Class B toll), . . . . .	-	-	30.60	1½ T	1½ T	8	8	48	4
Testmen, first class, . . . . .	-	-	30.60	1½ T	1½ T	8	8	48	4
Testmen, senior, . . . . .	-	-	33.60	1½ T	1½ T	8	8	48	4
Wire chiefs, . . . . .	-	-	37.00-42.00	1½ T	1½ T	8	8	48	4
Wire chiefs' assistants (seven years' service), . . . . .	-	-	25.50	1½ T	1½ T	8	8	48	4
Wire chiefs' assistants, senior, . . . . .	-	-	27.50	1½ T	1½ T	8	8	48	4
<b>Boston (other employees):</b>									
Foremen (equipment), . . . . .	-	-	33.60	-	-	8	8	48	4
Foremen (installation), . . . . .	-	-	33.60	1½ T	1½ T	8	8	48	4
Foremen, sub- (equipment), . . . . .	-	-	32.10	-	-	8	8	48	4
Foremen, supervising (equipment), . . . . .	-	-	37.50	-	-	8	8	48	4
Foremen, assistant (equipment), . . . . .	-	-	25.50	1½ T	1½ T	8	8	48	4
Foremen, assistant (installation), . . . . .	-	-	25.50	1½ T	1½ T	8	8	48	4
Installers, private branch exchange (Class A), . . . . .	-	-	29.10	1½ T	1½ T	8	8	48	4
Installers, private branch exchange (Class B), . . . . .	-	-	27.60	1½ T	1½ T	8	8	48	4
Installers, private branch exchange (Class C), . . . . .	-	-	27.60	1½ T	1½ T	8	8	48	4
Installers, sub-station (Class A), . . . . .	-	-	26.10	1½ T	1½ T	8	8	48	4

TABLE 12. TELEPHONE AND TELEGRAPH SERVICE — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
<b>Electrical Workers (Telephone Workers) — Con.</b>										
Boston (other employees) — Con.										
Repairmen, sub-station (Class A),	-	-	\$29.10	1½ T	1½ T	8	8	48	4	
Repairmen, sub-station (Class B),	-	-	27.60	1½ T	1½ T	8	8	48	4	
Fitchburg (central office):										
Cable splicers,	-	\$4.97½	-	1½ T	1-	8	8	48	3	
Installers, sub-station (first class),	-	4.72½	-	1½ T	1-	8	8	48	3	
Installers, sub-station (second class),	-	4.47½	-	1½ T	1-	8	8	48	3	
Linemen, first class,	-	4.72½	-	1½ T	1-	8	8	48	3	
Linemen, second class,	-	4.22	-	1½ T	1-	8	8	48	3	
Repairmen, first class,	-	4.72½	-	1½ T	1-	8	8	48	3	
Repairmen, second class,	-	4.47½	-	1½ T	1-	8	8	48	3	
Stock clerks,	-	3.25	-	1½ T	1-	8	8	48	3	
Testmen, first class,	-	4.97½	-	1½ T	1-	8	8	48	3	
Framingham:										
Central office men,	-	-	28.00	1½ T	2 T	8	2 8	2 48	2 3	
Foremen, gang,	-	-	32.85	1½ T	2 T	8	2 8	2 48	2 3	
Installers,	-	-	25.35	1½ T	2 T	8	2 8	2 48	2 3	
Linemen, head,	-	-	28.35	1½ T	2 T	8	2 8	2 48	2 3	
Linemen,	-	-	25.35	1½ T	2 T	8	2 8	2 48	2 3	
Testmen,	-	-	28.00	1½ T	2 T	8	2 8	2 48	2 3	
New Bedford:										
Installers, private branch exchange, class A,	-	-	28.35	1½ T	1½ T	8	8	48	3	
Installers, private branch exchange, class B,	-	-	26.85	1½ T	1½ T	8	8	48	3	
Installers, foremen,	-	-	32.85	1½ T	1½ T	8	8	48	3	
Repairmen, first class,	-	-	28.35	1½ T	1½ T	8	8	48	3	
Repairmen, second class,	-	-	26.85	1½ T	1½ T	8	8	48	3	
Testmen, class "A" toll,	-	-	32.85	1½ T	1½ T	8	8	48	3	
North Adams:										
Installers,	\$0.59	4.72	28.32	1½ T	2 T	8	8	48	3	
Linemen,	.59	4.72	28.32	1½ T	2 T	8	8	48	3	
Linemen, foremen,	.60	4.80	28.80	1½ T	2 T	8	8	48	3	
Repairmen, central office,	.60	4.80	28.80	1½ T	2 T	8	8	48	3	
Testmen,	-	5.62½	33.75	1½ T	2 T	8	8	48	3	
Wire chiefs,	-	-	38.00	-	-	8	8	48	3	
Pittsfield:										
Cable splicers,	-	4.97½	-	1½ T	1½ T	8	8	48	3	
Cable splicers, head,	-	5.22½	-	1½ T	1½ T	8	8	48	3	
Cable splicers' helpers (Class A),	-	3.60	-	1½ T	1½ T	8	8	48	3	
Cable splicers' helpers (Class B),	-	3.35	-	1½ T	1½ T	8	8	48	3	
Combination men,	-	4.47½	-	1½ T	1½ T	8	8	48	3	
Groundmen (Class A),	-	3.80	-	1½ T	1½ T	8	8	48	3	
Groundmen (Class B),	-	3.60	-	1½ T	1½ T	8	8	48	3	
Groundmen (Class C),	-	3.35	-	1½ T	1½ T	8	8	48	3	
Installers, central office, class A,	-	4.72½	-	1½ T	1½ T	8	8	48	3	
Installers, central office, class B,	-	4.47½	-	1½ T	1½ T	8	8	48	3	
Installers, foremen,	-	5.37½	-	1½ T	1½ T	8	8	48	3	
Installers, sub-station, class A,	-	4.72½	-	1½ T	1½ T	8	8	48	3	
Installers, sub-station, class B,	-	4.47½	-	1½ T	1½ T	8	8	48	3	
Installers, sub-station, class C,	-	4.22½	-	1½ T	1½ T	8	8	48	3	
Linemen,	-	4.22½	-	1½ T	1½ T	8	8	48	3	
Linemen, foremen,	-	5.37½	-	1½ T	1½ T	8	8	48	3	
Linemen, sub-foremen,	-	4.97½	-	1½ T	1½ T	8	8	48	3	

1 1½ T on Sundays; 2 T on holidays.

2 During 3 months, work 4½ hours on Saturday, 44½ hours per week.

TABLE 12. TELEPHONE AND TELEGRAPH SERVICE—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
<b>Electrical Workers (Telephone Workers)—Con.</b>										
<b>Pittsfield—Con.</b>										
Linemen, head, . . . . .	-	\$4.72½	-	1½ T	1½ T	8	8	48	3	
Maintenance men, power plant, . . . . .	-	4.47½	-	1½ T	1½ T	8	8	48	3	
Repairmen, line, . . . . .	-	4.47½	-	1½ T	1½ T	8	8	48	3	
Repairmen, sub-station, class A, . . . . .	-	4.72½	-	1½ T	1½ T	8	8	48	3	
Repairmen, sub-station, class B, . . . . .	-	4.47½	-	1½ T	1½ T	8	8	48	3	
Testmen, class A, . . . . .	-	4.97½	-	1½ T	1½ T	8	8	48	3	
Testmen, class B, . . . . .	-	4.72½	-	1½ T	1½ T	8	8	48	3	
Toll wire chief, . . . . .	-	5.37½	-	1½ T	1½ T	8	8	48	3	
<b>Salem:</b>										
Cable splicers, . . . . .	-	4.97½	\$29.85	1½ T	1½ T	8	8	48	3	
Cable splicers, head, . . . . .	-	5.22½	31.35	1½ T	1½ T	8	8	48	3	
Installers, private branch exchange, class A, . . . . .	-	4.72½	28.35	1½ T	1½ T	8	8	48	3	
Installers, private branch exchange, class B, . . . . .	-	4.47½	26.85	1½ T	1½ T	8	8	48	3	
Linemen, . . . . .	-	4.22½	25.35	1½ T	1½ T	8	8	48	3	
Linemen, head, . . . . .	-	4.72½	28.35	1½ T	1½ T	8	8	48	3	
Repairmen, central office, class B, . . . . .	-	4.47½	26.85	1½ T	1½ T	8	8	48	3	
Repairmen, line, . . . . .	-	4.47½	26.85	1½ T	1½ T	8	8	48	3	
Testmen, . . . . .	-	4.97½	29.85	1½ T	1½ T	8	8	48	3	
Testmen, senior, . . . . .	-	5.47½	32.85	1½ T	1½ T	8	8	48	3	
<b>Taunton:</b>										
Cable splicers, . . . . .	-	4.97½	-	1½ T	1-	8	8	48	3	
Cable splicers' helpers, . . . . .	-	3.60	21.60	1½ T	1-	8	8	48	3	
Foremen, gang, . . . . .	-	5.47½	-	1½ T	1-	8	8	48	3	
Groundmen, . . . . .	-	3.12½	-	1½ T	1-	8	8	48	3	
Installers, sub-station, first class, . . . . .	-	4.22½	-	1½ T	1-	8	8	48	3	
Linemen, first class, . . . . .	-	4.22½	-	1½ T	1-	8	8	48	3	
Linemen, second class, . . . . .	-	3.47½	-	1½ T	1-	8	8	48	3	
Repairmen, combination line, . . . . .	-	4.47½	-	1½ T	1-	8	8	48	3	
Repairmen, sub-station, first class, . . . . .	-	4.72½	-	1½ T	1-	8	8	48	3	
Testmen, first class, . . . . .	-	4.97½	-	1½ T	1-	8	8	48	3	
<b>Worcester:</b>										
Cable splicers, . . . . .	-	4.97½	-	1½ T	1½ T	8	8	48	3	
Cable splicers, head, . . . . .	-	5.22½	-	1½ T	1½ T	8	8	48	3	
Cable splicers' helpers, . . . . .	-	3.60	-	1½ T	1½ T	8	8	48	3	
Foremen, gang, . . . . .	-	5.47½	-	1½ T	1½ T	8	8	48	3	
Foremen, sub-, . . . . .	-	5.22½	-	1½ T	1½ T	8	8	48	3	
Installers, private branch exchange, class A, . . . . .	-	4.72½	-	1½ T	1½ T	8	8	48	3	
Installers, private branch exchange, class B, . . . . .	-	4.47½	-	1½ T	1½ T	8	8	48	3	
Installers, sub-station, class C, . . . . .	-	4.22½	-	1½ T	1½ T	8	8	48	3	
Linemen, . . . . .	-	4.22½	-	1½ T	1½ T	8	8	48	3	
Linemen, head, . . . . .	-	4.72½	-	1½ T	1½ T	8	8	48	3	
Repairmen, central office, . . . . .	-	4.72½	-	1½ T	1½ T	8	8	48	3	
Repairmen, line, . . . . .	-	4.47½	-	1½ T	1½ T	8	8	48	3	
Repairmen, sub-station, class A, . . . . .	-	4.72½	-	1½ T	1½ T	8	8	48	3	
Testmen, class "A" toll, . . . . .	-	5.47½	-	1½ T	1½ T	8	8	48	3	
Testmen, class "B" toll, . . . . .	-	4.97½	-	1½ T	1½ T	8	8	48	3	
Testmen, first class, . . . . .	-	4.97½	-	1½ T	1½ T	8	8	48	3	
Testmen, senior, . . . . .	-	5.47½	-	1½ T	1½ T	8	8	48	3	
<b>Telegraphers, Commercial.</b>										
<b>Boston:</b>										
Brokers, . . . . .	-	-	35.00	Reg.	Reg.	-	-	-	-	
United Press, . . . . .	\$0.72	-	-	\$0.76	\$0.76	7½	7½	45	-	

1 1½ T on Sundays; 2 T on holidays.

TABLE 12. TELEPHONE AND TELEGRAPH SERVICE — CONTINUED.

OCCUPATIONS.	WEEKLY RATES OF WAGES — DAY ASSIGNMENTS						
	Metro- politan Schedule 1 <sup>1</sup>	Schedule AA <sup>1</sup>	Schedule A <sup>1</sup>	Schedule B <sup>1</sup>	Schedule C <sup>1</sup>	Schedule D <sup>1</sup>	Schedule E <sup>1</sup>
<b>Telephone Employees.<sup>1</sup></b>							
<i>Clerks.</i>							
Clerks, . . . . .	\$16.00	\$16.00	{ <sup>2</sup> \$9.00- 14.50	{ <sup>2</sup> \$9.00- 13.75	{ <sup>2</sup> \$7.00- 13.00	-	-
Clerks, chief, . . . . .	{ <sup>2</sup> 17.50- 19.00	{ 19.00	{ 17.50	{ -	{ -	-	-
Clerks, supervising, . . . . .	{ <sup>2</sup> 10.00- 17.00	{ <sup>2</sup> 10.00- 17.00	{ <sup>2</sup> 10.00- 15.50	{ <sup>2</sup> 10.00- 14.75	{ <sup>2</sup> 9.50- 14.00	-	-
<i>Operators.</i>							
During training period (student), . . . . .	5.00	5.00	5.00	4.00	4.00	\$4.00	\$4.00
On assignment (student operator), . . . . .	6.00	6.00	6.00	6.00	6.00	6.00	6.00
At end of three months, . . . . .	7.00	7.00	7.00	7.00	6.50	6.50	6.50
At end of six months, . . . . .	8.00	8.00	8.00	8.00	7.50	7.50	7.00
At end of nine months, . . . . .	9.00	9.00	8.50	8.50	8.00	8.00	8.00
At end of one year, . . . . .	10.00	10.00	9.00	9.00	8.50	8.50	8.50
At end of 1½ years, . . . . .	10.50	10.50	9.50	-	9.00	-	-
At end of two years, . . . . .	11.00	11.00	10.00	10.00	10.00	9.50	9.00
At end of 2½ years, . . . . .	-	-	10.50	-	-	-	-
At end of three years, . . . . .	12.00	12.00	11.00	11.00	11.00	10.00	9.50
At end of 3½ years, . . . . .	-	-	11.50	-	-	-	-
At end of four years, . . . . .	13.00	13.00	12.00	12.00	11.50	10.50	10.00
At end of five years, . . . . .	14.00	14.00	12.50	12.50	12.00	11.00	11.00
At end of six years, . . . . .	15.00	15.00	13.50	13.00	13.00	12.00	-
At end of seven years, . . . . .	-	-	14.50	13.75	-	-	-
Operators, senior, . . . . .	16.00	16.00	-	-	-	-	-
Supervisors, . . . . .	{ <sup>2</sup> 17.50- 19.00	{ <sup>2</sup> 17.50- 19.00	{ 16.00 17.50	{ <sup>2</sup> 15.25- 16.75	{ <sup>2</sup> 14.50- 16.00	{ <sup>2</sup> 13.50- 15.00	{ <sup>2</sup> 12.50- 14.00
Supervisors, junior, . . . . .	{ <sup>2</sup> 10.00- 17.00	{ <sup>2</sup> 10.00- 17.00	{ <sup>2</sup> 10.00- 15.50	{ <sup>2</sup> 10.00- 14.75	{ <sup>2</sup> 9.50- 14.00	{ <sup>2</sup> 9.50- 13.00	{ <sup>2</sup> 9.50- 12.00

<sup>1</sup> See *General Note* following.<sup>2</sup> An increase of 50 cents per week is granted every six months until maximum salary is reached.

*General Note.* — The data with reference to telephone employees were compiled from information furnished by the New England Telephone and Telegraph Company as of July 1, 1918.

The rates shown above apply to all employees of the Company covered by the several schedules, irrespective of their connection with unions of their craft. In each of the following municipalities there is an organization of telephone operators: — Boston (also an organization of clerical telephone employees), Brockton, Concord, Fall River, Fitchburg, Framingham, Greenfield, Haverhill, Lawrence, Lowell, Lynn, New Bedford, Newburyport, North Adams, Pittsfield (including Great Barrington), Salem, Springfield, Taunton, Uxbridge, and Worcester.

The exchanges were classified in seven groups and a different wage schedule has been adopted for each group of exchanges. The exchanges in Massachusetts to which the several schedules apply are as follows:

## Metropolitan Wage Schedule — Boston, Metropolitan Division.

<i>Schedule A.1.</i>			
Brockton.	Holyoke.	Lynn.	Salem.
Fall River.	Lawrence.	New Bedford.	Springfield.
Haverhill.	Lowell.	Pittsfield.	Worcester.
<i>Schedule A.</i>			
Fitchburg.	Taunton.		
<i>Schedule B.</i>			
Framingham.	North Adams.		
Gloucester.	Northampton.		
Greenfield.			
<i>Schedule C.</i>			
Amesbury.	Danvers.	Marlborough.	Saugus.
Amherst.	Falmouth.	Middleborough.	Sharon.
Andover.	Franklin.	Milford.	Southbridge.
Athol.	Gardner.	Nahant.	Stoughton.
Ayer.	Hudson.	Natick.	Walpole.
Beverly.	Hyannis.	Newburyport.	Wareham.
Buzzards Bay.	Leominster.	Peabody.	Webster.
Chicopee.	Mansfield.	Plymouth.	Westfield.
Clinton.	Marblehead.	Rockland.	Whitman.
Concord.			



TABLE 12. TELEPHONE AND TELEGRAPH SERVICE — CONCLUDED.

<i>Schedule D.</i>			
Beverly Farms.	Hamilton.	Nantucket.	Seitate.
Bridgewater.	Ipswich.	Orchard.	Ware.
Cotuit.	Lee.	Palmer.	Westborough.
Easthampton.	Manchester.	Rockport.	Winchendon.
Great Barrington.	Martha's Vineyard.		

<i>Schedule E.</i>			
Adams.	Huntington.	Northfield.	Stockbridge.
Bryantville.	Leicester.	Orange.	Townsend.
Chatham.	Lenox.	Orleans.	Turners Falls.
Dalton.	Ludlow.	Pepperell.	Uxbridge.
Foxborough.	Maynard.	Provincetown.	Warren.
Georgetown.	Medfield.	Sagamore.	West Acton.
Gilbertville.	Millbury.	Sheffield.	Whitinsville.
Groton.	Monson.	South Deerfield.	Williamstown.
Hanover.	North Brookfield.	Spencer.	Woods Hole.
Harwich.	North Easton.		

The hours of labor for clerks are usually 48 per week (six days of eight hours each) and for operators range from 32 to 48 per week, varying according to exchanges and time of assignment.

Student operators and operators on afternoon-evening and on forenoon-evening assignments work one hour per day less and are paid \$1 per week more than day operators of corresponding service.

Student operators and operators on evening assignments (4 P.M. to 10 P.M., including relief period) work two hours per day less and are paid the same wages as day operators of corresponding service.

Student operators and operators on "night first-half" assignments work two hours per day less and are paid \$1 per week more than day operators of corresponding service.

Operators on "night second-half" assignments (10 P.M. to 7 A.M., including lunch and relief periods) are paid \$2 per week more than day operators of corresponding service. (Metropolitan Division — 11 P.M. to 7 A.M. — \$1 more.)

Operators and senior operators on half-night assignments (10 P.M. to 7 A.M., sleeping 12 to 6) are paid the same wages as they would receive on day assignments up to a maximum of \$11. (\$10 — Class C.) (\$9.50 — Class D.)

Senior operators, junior supervisors and supervisors on afternoon-evening and forenoon-evening assignments work one hour per day less and are paid \$1 per week more than they would receive on day assignments. If assigned to "night second-half" (10 P.M. to 7 A.M., including lunch and relief periods) they are paid \$2 per week more than they would receive on day assignments.

Senior operators, junior supervisors and supervisors on evening assignments work two hours less than if assigned to day work.

Senior operators, junior supervisors and supervisors on "night first-half" assignments work two hours per day less than if assigned to day work and are paid \$1 per week more.

Operators appointed to junior supervisors' positions will be advanced \$1 and while in the grade will be increased \$1 at the end of each year's service in the Company until the maximum salary for the grade is reached.

Junior supervisors appointed to supervisors' positions are paid the minimum supervisor's wage.

Supervisors are paid an increase of 50 cents per week every six months until maximum salary for the grade is reached.

Junior supervisors are paid \$1 more per week than operators of corresponding service.

Part-time operators receive 16 cents per hour on assignment, 17 cents at end of three months, 18 cents at end of six months (schedule B, at end of 10 months), 19 cents at end of 12 months, and 20 cents at end of 15 months.

TABLE 13. THEATRICAL EMPLOYMENT.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES WHEN PAID BY—					HOURS OF LABOR			
	Performance	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Rate per Hour	Rate per Hour on Sunday	Monday to Friday	Saturday		
<b>Carpenters (Combination Houses).</b>									
Boston, . . . . .	—	—	<sup>1</sup> \$35.00	\$0.75	\$0.75	—	—	—	—
Fall River, . . . . .	—	—	27.00	—	1.00	—	—	—	—
Framingham, . . . . .	\$2.50	—	25.00	.75	1.00	—	—	—	—
Haverhill, . . . . .	1.50	—	22.00	.50	1½ T	—	—	—	—
Holyoke, . . . . .	1.50	<sup>2</sup> \$6.00	30.00	.50	—	—	—	—	—
Lawrence, . . . . .	—	5.00	25.00	—	1½ T	—	—	—	—
Lynn, . . . . .	—	—	30.00	.50	.75	—	—	—	—
Natick, . . . . .	2.50	—	25.00	.75	1.00	—	—	—	—
Newton, . . . . .	2.50	—	25.00	.75	1.00	—	—	—	—
Pittsfield, . . . . .	—	—	22.00	.75	1.00	—	—	—	—
Salem, . . . . .	—	—	22.00	.50	1½ T	6	6	<sup>3</sup> 40	—
Springfield, . . . . .	—	—	27.00	.50	1.00	—	—	—	—
Taunton, . . . . .	—	—	22.50	.50	—	—	—	—	—
Waltham, . . . . .	2.50	—	25.00	.75	1.00	—	—	—	—
Worcester, . . . . .	—	—	23.00	.50	2 T	—	—	—	—
<b>Carpenters Stock Theatres.</b>									
Boston, . . . . .	—	—	<sup>1</sup> 40.00	—	—	—	—	—	—
Brockton, . . . . .	—	—	22.00	—	.75	—	—	—	—
Fall River, . . . . .	—	—	40.00	1.00	1.00	—	—	—	—
Fitchburg, . . . . .	—	—	25.00	.50	1.00	6	6	36	—
Framingham, . . . . .	3.00	—	30.00	.75	1.00	—	—	—	—
Haverhill, . . . . .	1.50	—	30.00	.50	1½ T	—	—	—	—
Holyoke, . . . . .	1.50	<sup>2</sup> 6.00	30.00	.50	—	—	—	—	—
Lawrence, . . . . .	—	—	30.00	—	1½ T	—	—	—	—
Lynn, . . . . .	—	—	30.00	—	.75	—	—	—	—
Natick, . . . . .	3.00	—	30.00	.75	1.00	—	—	—	—
Newton, . . . . .	3.00	—	30.00	.75	1.00	—	—	—	—
Northampton, . . . . .	—	—	27.00	.50	2 T	—	—	4	—
Pittsfield, . . . . .	—	—	28.00	.75	1.00	—	—	—	—
Salem, . . . . .	—	—	32.50	—	—	6	6	<sup>3</sup> 40	—
Taunton, . . . . .	—	—	22.50	.50	—	—	—	—	—
Waltham, . . . . .	3.00	—	30.00	.75	1.00	—	—	—	—
Worcester, . . . . .	—	—	26.00	.50	2 T	—	—	—	—
<b>Carpenters (Vaudeville Houses).</b>									
Brockton, . . . . .	—	—	20.00	—	1½ T	—	—	—	—
Fall River (Vaudeville and Picture Houses), . . . . .	—	—	27.00	—	1.00	—	—	—	—
Framingham, . . . . .	2.25	—	24.00	.75	1.00	—	—	—	—
Framingham (Vaudeville and Picture Houses), . . . . .	2.00	—	23.00	.75	1.00	—	—	—	—
Haverhill, . . . . .	1.50	—	22.00	.50	1½ T	—	—	—	—
Holyoke, . . . . .	1.50	<sup>2</sup> 6.00	30.00	.50	—	—	—	—	—
Lawrence, . . . . .	—	4.00	24.00	—	1½ T	—	—	—	—
Lynn (Picture Houses), . . . . .	—	—	36.00	—	.75	—	—	—	—
Lynn (Vaudeville and Picture Houses), . . . . .	—	—	30.00	—	.75	—	—	—	—
Natick, . . . . .	2.25	—	24.00	.75	1.00	—	—	—	—
Natick (Vaudeville and Picture Houses), . . . . .	2.00	—	23.00	.75	1.00	—	—	—	—
Newton, . . . . .	2.25	—	24.00	.75	1.00	—	—	—	—
Newton (Vaudeville and Picture Houses), . . . . .	2.00	—	23.00	.75	1.00	—	—	—	—
Pittsfield, . . . . .	—	—	20.00	.75	1.00	—	—	—	—
Springfield, . . . . .	—	—	27.00	.55	1.00	—	—	—	—
Springfield (Picture Houses), . . . . .	—	—	25.00	.50	1.00	—	—	—	—
Taunton, . . . . .	—	—	22.50	.50	—	—	—	—	—
Waltham, . . . . .	2.25	—	24.00	.75	1.00	—	—	—	—
Waltham (Vaudeville and Picture Houses), . . . . .	2.00	—	23.00	.75	1.00	—	—	—	—
Worcester, . . . . .	—	—	25.00	.50	2 T	—	—	—	—
Worcester (Picture Houses), . . . . .	—	—	23.00	.50	2 T	—	—	—	—

<sup>1</sup> Rate effective August 12, 1918.<sup>2</sup> For work on Sunday.<sup>3</sup> Four hours on Sunday.<sup>4</sup> Hours irregular, but do not exceed 48 a week.

TABLE 13. THEATRICAL EMPLOYMENT — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES WHEN PAID BY—					HOURS OF LABOR				
	Performance	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Rate per Hour	Rate per Hour on Sunday	Monday to Friday	Saturday			
<b>Carpenters (n. o. s.)</b>										
Boston, . . . . .	—	—	<sup>1</sup> \$50.00	2 —	2 —	—	—	—	—	
Boston, . . . . .	—	—	<sup>1</sup> 30.00	\$1.00	\$1.00	—	—	—	—	
New Bedford, . . . . .	—	—	30.00	.50	1.00	10	11	61	—	
North Adams, . . . . .	—	—	20.00	.50	1.00	—	—	—	—	
Springfield, . . . . .	—	—	25.00	—	—	—	—	—	—	
<b>Carpenters, Assistant (Stock Theatres).</b>										
Haverhill, . . . . .	\$1.50	—	25.00	.50	1½ T	—	—	—	—	
Northampton, . . . . .	—	—	23.00	.40	2 T	—	—	8 —	—	
Pittsfield, . . . . .	—	—	20.00	.75	1.00	—	—	—	—	
Salem, . . . . .	—	—	22.00	.50	1½ T	6	6	4 40	—	
<b>Electricians (Combination Houses).</b>										
Boston, . . . . .	—	—	<sup>1</sup> 30.00	.75	.75	—	—	—	—	
Fall River, . . . . .	—	—	22.00	—	1.00	—	—	—	—	
Framingham, . . . . .	2.25	—	23.00	.60	.75	—	—	—	—	
Holyoke, . . . . .	1.50	<sup>5</sup> \$3.00	18.00	.50	—	—	—	—	—	
Lawrence, . . . . .	—	4.00	24.00	—	1½ T	—	—	—	—	
Lynn, . . . . .	—	—	24.00	.50	.75	—	—	—	—	
Natick, . . . . .	2.25	—	23.00	.60	.75	—	—	—	—	
Newton, . . . . .	2.25	—	23.00	.60	.75	—	—	—	—	
Pittsfield, . . . . .	1.75	—	20.00	.75	1.00	—	—	—	—	
Taunton, . . . . .	—	—	20.00	.50	—	—	—	—	—	
Waltham, . . . . .	2.25	—	23.00	.60	.75	—	—	—	—	
Worcester, . . . . .	—	—	18.00	.50	2 T	—	—	—	—	
<b>Electricians (Stock Theatres).</b>										
Boston, . . . . .	—	—	<sup>1</sup> 35.00	—	—	—	—	—	—	
Fitchburg, . . . . .	—	—	20.00	.50	1.00	6	6	36	—	
Framingham, . . . . .	2.50	—	25.00	.60	.75	—	—	—	—	
Holyoke, . . . . .	1.50	<sup>5</sup> 3.00	18.00	.50	—	—	—	—	—	
Lawrence, . . . . .	—	4.00	24.00	—	1½ T	—	—	—	—	
Lynn, . . . . .	—	—	22.00	.50	.75	—	—	—	—	
Natick, . . . . .	2.50	—	25.00	.60	.75	—	—	—	—	
Newton, . . . . .	2.50	—	25.00	.60	.75	—	—	—	—	
Northampton, . . . . .	—	—	23.00	.40	2 T	—	—	3 —	—	
Pittsfield, . . . . .	1.75	—	22.00	.75	1.00	—	—	—	—	
Salem, . . . . .	—	—	22.00	.50	1½ T	6	6	4 40	—	
Taunton, . . . . .	—	—	20.00	—	—	—	—	—	—	
Waltham, . . . . .	2.50	—	25.00	.60	.75	—	—	—	—	
Worcester, . . . . .	—	—	18.00	.50	2 T	—	—	—	—	
<b>Electricians (Vaudeville Houses).</b>										
Boston, . . . . .	—	—	<sup>1</sup> 30.00	—	—	—	—	—	—	
Boston (Picture Houses), . . . . .	—	—	<sup>1</sup> 30.00	—	—	—	—	—	—	
Boston (Vaudeville and Picture Houses), . . . . .	—	—	<sup>1</sup> 25.00	—	—	—	—	—	—	
Framingham, . . . . .	2.00	—	23.00	.60	.75	—	—	—	—	
Framingham (Vaudeville and Picture Houses), . . . . .	2.00	—	21.00	.60	.75	—	—	—	—	
Holyoke, . . . . .	1.50	<sup>5</sup> 3.00	18.00	.50	—	—	—	—	—	
Lawrence, . . . . .	—	4.00	24.00	—	1½ T	—	—	—	—	
Lynn (Vaudeville and Picture Houses), . . . . .	—	—	24.00	.50	.75	—	—	—	—	
Natick, . . . . .	2.00	—	23.00	.60	.75	—	—	—	—	
Natick (Vaudeville and Picture Houses), . . . . .	2.00	—	21.00	.60	.75	—	—	—	—	
Newton, . . . . .	2.00	—	23.00	.60	.75	—	—	—	—	

<sup>1</sup> Rate effective August 12, 1918.<sup>2</sup> Overtime from midnight to 8 a.m., \$1.50 per hour.<sup>3</sup> Hours irregular, but do not exceed 48 a week.<sup>4</sup> Four hours on Sunday.<sup>5</sup> For work on Sunday.

TABLE 13. THEATRICAL EMPLOYMENT — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES WHEN PAID BY—					HOURS OF LABOR			
	Performance	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Rate per Hour	Rate per Hour on Sunday	Monday to Friday	Saturday		
<b>Electricians (Vaudeville Houses) — Con.</b>									
Newton (Vaudeville and Picture Theatres), . . .	\$2.00	—	\$21.00	\$0.60	\$0.75	—	—	—	—
Springfield, . . . . .	—	—	22.00	.50	1.00	—	—	—	—
Taunton, . . . . .	—	—	20.00	—	—	—	—	—	—
Waltham, . . . . .	2.00	—	23.00	.60	.75	—	—	—	—
Waltham (Vaudeville and Picture Houses), . . .	2.00	—	21.00	.60	.75	—	—	—	—
Worcester, . . . . .	—	—	23.00	.50	2 T	—	—	—	—
Worcester (Picture Houses), .	—	—	18.00	.50	2 T	—	—	—	—
<b>Electricians (n. o. s.).</b>									
Boston, . . . . .	—	—	1 25.00	1.00	1.00	—	—	—	—
Boston, . . . . .	—	—	1 50.00	2 —	2 —	—	—	—	—
New Bedford, . . . . .	—	—	25.00	.50	1.00	10	11	61	—
<b>Electricians, Assistant.</b>									
Boston (first), . . . . .	—	—	1 30.00	2 —	2 —	—	—	—	—
Boston (second), . . . . .	—	—	1 25.00	2 —	2 —	—	—	—	—
<b>Flymen (Combination Houses).</b>									
Boston, . . . . .	1 2.00	—	—	.75	.75	—	—	—	—
Boston (head), . . . . .	1 2.50	—	—	.75	.75	—	—	—	—
Fall River, . . . . .	1.75	—	—	—	1.00	—	—	—	—
Framingham, . . . . .	1.75	—	18.00	.55	.65	—	—	—	—
Haverhill, . . . . .	1.50	—	19.50	.50	1½ T	—	—	—	—
Holyoke, . . . . .	1.50	3 \$3.00	18.00	.50	—	—	—	—	—
Lawrence, . . . . .	2.00	—	—	—	1½ T	—	—	—	—
Lynn, . . . . .	—	—	24.00	.50	.75	—	—	—	—
Natick, . . . . .	1.75	—	18.00	.55	.65	—	—	—	—
Newton, . . . . .	1.75	—	18.00	.55	.65	—	—	—	—
Pittsfield, . . . . .	1.50	—	—	.75	1.00	—	—	—	—
Salem, . . . . .	—	—	18.00	.50	1½ T	6	6	440	—
Springfield, . . . . .	2.00	—	—	.50	1.00	—	—	—	—
Taunton, . . . . .	—	—	18.00	.50	—	—	—	—	—
Waltham, . . . . .	1.75	—	18.00	.55	.65	—	—	—	—
Worcester, . . . . .	1.50	—	18.00	5 —	6 —	—	—	—	—
<b>Flymen (Stock Theatres).</b>									
Boston, . . . . .	—	—	1 30.00	—	—	—	—	—	—
Brockton, . . . . .	—	—	18.00	—	.75	—	—	—	—
Fall River, . . . . .	—	—	25.00	1.00	1.00	—	—	—	—
Fitchburg, . . . . .	—	—	18.00	.50	1.00	6	6	36	—
Framingham, . . . . .	1.75	—	18.00	.55	.65	—	—	—	—
Haverhill, . . . . .	1.50	—	19.50	.50	1½ T	—	—	—	—
Haverhill (small houses), .	—	—	19.50	.50	1½ T	—	—	—	—
Holyoke, . . . . .	1.50	3 \$3.00	18.00	.50	—	—	—	—	—
Lawrence, . . . . .	2.00	—	—	—	1½ T	—	—	—	—
Lynn, . . . . .	—	—	21.00	.50	.75	—	—	—	—
Natick, . . . . .	1.75	—	18.00	.55	.65	—	—	—	—
Newton, . . . . .	1.75	—	18.00	.55	.65	—	—	—	—
Northampton, . . . . .	—	—	22.00	.40	2 T	—	—	7 —	—
Pittsfield, . . . . .	1.50	—	—	.75	1.00	—	—	—	—
Salem, . . . . .	—	—	18.00	.50	1½ T	6	6	440	—
Waltham, . . . . .	1.75	—	18.00	.55	.65	—	—	—	—
Worcester, . . . . .	1.50	—	17.00	5 —	6 —	—	—	—	—

<sup>1</sup> Rate effective August 12, 1918.<sup>2</sup> Overtime from midnight to 8 A.M., \$1.50 per hour.<sup>3</sup> For work on Sunday.<sup>4</sup> Four hours on Sunday.<sup>5</sup> Regular flymen receive 50 cents an hour; spare flymen, 40 cents an hour.<sup>6</sup> Regular flymen are paid regular time for holidays, and 2 T for Sundays; spare flymen are paid 2 T for Sundays and holidays.<sup>7</sup> Hours irregular, but do not exceed 48 a week.

TABLE 13. THEATRICAL EMPLOYMENT — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES WHEN PAID BY —					HOURS OF LABOR			
	Perform- ance	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half- holiday in Effect
				Rate per Hour	Rate per Hour on Sun- day	Mon- day to Fri- day	Sat- urday		
<b>Flymen (Vaudeville Houses).</b>									
Boston, . . . . .	—	—	<sup>1</sup> \$25.00	—	—	—	—	—	—
Boston (Vaudeville and Picture Houses), . . . . .	—	—	<sup>1</sup> 25.00	—	—	—	—	—	—
Brookton, . . . . .	\$1.25	—	—	—	1½ T	—	—	—	—
Fall River (Vaudeville and Picture Houses), . . . . .	—	—	21.00	—	\$0.75	—	—	—	—
Framingham, . . . . .	1.75	—	16.00	\$0.55	.65	—	—	—	—
Framingham (Vaudeville and Picture Houses), . . . . .	1.50	—	15.00	.55	.65	—	—	—	—
Haverhill, . . . . .	1.50	—	19.50	.50	1½ T	—	—	—	—
Haverhill (small houses), . . . . .	—	—	19.50	.50	1½ T	—	—	—	—
Holyoke, . . . . .	1.50	<sup>2</sup> \$3.00	18.00	.50	—	—	—	—	—
Lawrence, . . . . .	—	3.75	—	—	1½ T	—	—	—	—
Lynn (Vaudeville and Picture Houses), . . . . .	—	—	24.00	.50	.75	—	—	—	—
Natick, . . . . .	1.75	—	16.00	.55	.65	—	—	—	—
Natick (Vaudeville and Picture Houses), . . . . .	1.50	—	16.00	.55	.65	—	—	—	—
Newton, . . . . .	1.75	—	16.00	.55	.65	—	—	—	—
Newton (Vaudeville and Picture Houses), . . . . .	1.50	—	15.00	.55	.65	—	—	—	—
Pittsfield, . . . . .	1.50	—	—	.75	1.00	—	—	—	—
Springfield, . . . . .	—	—	20.00	.50	1.00	—	—	—	—
Waltham, . . . . .	1.75	—	16.00	.55	.65	—	—	—	—
Waltham (Vaudeville and Picture Houses), . . . . .	1.50	—	15.00	.55	.65	—	—	—	—
Worcester, . . . . .	1.50	—	20.00	8 —	4 —	—	—	—	—
<b>Flymen (n. o. s.).</b>									
Boston, . . . . .	<sup>1</sup> 2.50	—	—	5 —	5 —	—	—	—	—
Boston, . . . . .	<sup>1</sup> 2.00	—	—	6.50	6.50	—	—	—	—
New Bedford, . . . . .	—	—	21.00	.50	1.00	10	11	61	—
North Adams, . . . . .	—	—	16.50	.50	1.00	—	—	—	—
<b>Flymen, Head.</b>									
Boston, . . . . .	—	—	<sup>1</sup> 35.00	5 —	5 —	—	—	—	—
Boston, . . . . .	—	—	<sup>1</sup> 25.00	6 —	6 —	—	—	—	—
<b>Grips (Combination Houses).</b>									
Boston, . . . . .	<sup>1</sup> 2.00	—	—	.75	.75	—	—	—	—
Fall River, . . . . .	1.75	—	—	—	1.00	—	—	—	—
Framingham, . . . . .	1.75	—	18.00	.50	.65	—	—	—	—
Haverhill, . . . . .	1.50	—	19.50	.50	1½ T	—	—	—	—
Holyoke, . . . . .	1.50	<sup>2</sup> 3.00	18.00	.50	—	—	—	—	—
Lawrence, . . . . .	2.00	—	—	—	1½ T	—	—	—	—
Lynn, . . . . .	—	—	24.00	.50	.75	—	—	—	—
Natick, . . . . .	1.75	—	18.00	.50	.65	—	—	—	—
Newton, . . . . .	1.75	—	18.00	.50	.65	—	—	—	—
Pittsfield, . . . . .	1.50	—	—	.75	1.00	—	—	—	—
Salem, . . . . .	—	—	18.00	.50	1½ T	6	6	<sup>7</sup> 40	—
Springfield, . . . . .	1.75	—	—	.50	1.00	—	—	—	—
Taunton, . . . . .	—	—	18.00	.50	—	—	—	—	—
Waltham, . . . . .	1.75	—	18.00	.50	.65	—	—	—	—
Worcester, . . . . .	1.50	—	18.00	8 —	9 —	—	—	—	—

<sup>1</sup> Rate effective August 12, 1918.<sup>2</sup> For work on Sunday.<sup>3</sup> Regular flymen receive 50 cents an hour; spare flymen, 40 cents an hour.<sup>4</sup> Regular flymen are paid regular time for holidays, and 2 T for Sundays; spare flymen are paid 2 T for Sundays and holidays.<sup>5</sup> Overtime from midnight to 8 A.M., \$1.50 per hour.<sup>6</sup> Overtime from midnight to 8 A.M., \$1 per hour.<sup>7</sup> Four hours on Sunday.<sup>8</sup> Regular grips are paid 50 cents an hour; spare grips are paid 40 cents an hour.<sup>9</sup> Regular grips are paid regular time for holidays and 2 T for Sundays; spare grips are paid 2 T for Sundays and holidays.

TABLE 13. THEATRICAL EMPLOYMENT — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES WHEN PAID BY —					HOURS OF LABOR			
	Perform- ance	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half- holiday in Effect
				Rate per Hour	Rate per Hour on Sun- day	Mon- day to Fri- day	Sat- urday		
<b>Grips (Stock Theatres).</b>									
Boston, . . . . .	—	—	<sup>1</sup> \$30.00	—	—	—	—	—	—
Brockton, . . . . .	—	—	18.00	—	\$0.75	—	—	—	—
Fall River, . . . . .	—	—	25.00	\$1.00	1.00	—	—	—	—
Fitchburg, . . . . .	—	—	18.00	.50	1.00	6	6	36	—
Frammingham, . . . . .	\$1.75	—	18.00	.50	.65	—	—	—	—
Haverhill, . . . . .	1.50	—	19.50	.50	1½ T	—	—	—	—
Holyoke, . . . . .	1.50	<sup>2</sup> \$3.00	18.00	.50	—	—	—	—	—
Lawrence, . . . . .	2.00	—	—	—	1½ T	—	—	—	—
Lynn, . . . . .	—	—	21.00	.50	.75	—	—	—	—
Natick, . . . . .	1.75	—	18.00	.50	.65	—	—	—	—
Newton, . . . . .	1.75	—	18.00	.50	.65	—	—	—	—
Northampton, . . . . .	1.50	—	—	.40	2 T	—	—	3	—
Pittsfield, . . . . .	1.50	—	—	.75	1.00	—	—	—	—
Salem, . . . . .	—	—	18.00	.50	1½ T	6	6	40	—
Taunton, . . . . .	—	—	18.00	—	—	—	—	—	—
Waltham, . . . . .	1.75	—	18.00	.50	.65	—	—	—	—
Worcester, . . . . .	1.50	—	17.00	<sup>5</sup> —	<sup>6</sup> —	—	—	—	—
<b>Grips (Vaudeville Houses).</b>									
Boston, . . . . .	—	—	<sup>1</sup> 25.00	—	—	—	—	—	—
Boston (Vaudeville and Picture Houses), . . . . .	—	—	<sup>1</sup> 25.00	—	—	—	—	—	—
Brockton, . . . . .	1.25	—	16.00	—	1½ T	—	—	—	—
Fall River (Vaudeville and Picture Houses), . . . . .	—	—	21.00	—	.75	—	—	—	—
Frammingham, . . . . .	1.50	—	16.00	.50	.65	—	—	—	—
Frammingham (Vaudeville and Picture Houses), . . . . .	1.50	—	15.00	.50	.65	—	—	—	—
Haverhill, . . . . .	1.50	—	19.50	.50	1½ T	—	—	—	—
Haverhill (small houses), . . . . .	—	—	19.50	.50	1½ T	—	—	—	—
Holyoke, . . . . .	1.50	<sup>2</sup> 3.00	18.00	.50	—	—	—	—	—
Lawrence, . . . . .	—	3.75	—	—	1½ T	—	—	—	—
Lynn (Vaudeville and Picture Houses), . . . . .	—	—	24.00	.50	.75	—	—	—	—
Natick, . . . . .	1.50	—	16.00	.50	.65	—	—	—	—
Natick (Vaudeville and Picture Houses), . . . . .	1.50	—	15.00	.50	.65	—	—	—	—
Newton, . . . . .	1.50	—	16.00	.50	.65	—	—	—	—
Newton (Vaudeville and Picture Houses), . . . . .	1.50	—	15.00	.50	.65	—	—	—	—
Pittsfield, . . . . .	1.50	—	—	.75	1.00	—	—	—	—
Taunton, . . . . .	—	—	18.00	—	—	—	—	—	—
Waltham, . . . . .	1.50	—	16.00	.50	.65	—	—	—	—
Waltham (Vaudeville and Picture Houses), . . . . .	1.50	—	15.00	.50	.65	—	—	—	—
Worcester, . . . . .	1.50	—	20.00	<sup>5</sup> —	<sup>6</sup> —	—	—	—	—
<b>Grips (n. o. s.).</b>									
Boston, . . . . .	<sup>1</sup> 2.50	—	—	<sup>7</sup> —	<sup>7</sup> —	—	—	—	—
Boston, . . . . .	<sup>1</sup> 2.00	—	—	<sup>8</sup> .50	<sup>8</sup> .50	—	—	—	—
New Bedford, . . . . .	—	—	21.00	.50	1.00	10	11	61	—

<sup>1</sup> Rate effective August 12, 1918.<sup>2</sup> For work on Sunday.<sup>3</sup> Hours irregular, but do not exceed 48 a week.<sup>4</sup> Four hours on Sunday.<sup>5</sup> Regular grips are paid 50 cents an hour; spare grips are paid 40 cents an hour.<sup>6</sup> Regular grips are paid regular time for holidays and 2 T for Sundays; spare grips are paid 2 T for Sundays and holidays.<sup>7</sup> Overtime from midnight to 8 A.M., \$1.50 per hour.<sup>8</sup> Overtime from midnight to 8 A.M., \$1 per hour.

TABLE 13. THEATRICAL EMPLOYMENT — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES WHEN PAID BY—					HOURS OF LABOR			
	Performance	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Rate per Hour	Rate per Hour on Sunday	Monday to Friday	Saturday		
<b>Lighting Operators (Combination Houses).</b>									
Boston (front), . . . . .	<sup>1</sup> \$2.50	—	—	\$0.75	\$0.75	—	—	—	—
Boston (stage), . . . . .	<sup>1</sup> 2.25	—	—	.75	.75	—	—	—	—
Fall River, . . . . .	1.75	—	—	—	1.00	—	—	—	—
Haverhill (bridge and front), . . . . .	1.50	—	\$18.00	.50	1½ T	—	—	—	—
Haverhill (stage), . . . . .	1.50	—	18.00	.50	1½ T	—	—	—	—
Lawrence, . . . . .	1.50	—	—	—	1½ T	—	—	—	—
Pittsfield (front), . . . . .	1.75	—	—	.75	1.00	—	—	—	—
Pittsfield (stage), . . . . .	1.50	—	—	.75	1.00	—	—	—	—
Salem (front), . . . . .	—	—	18.00	.50	1½ T	6	6	<sup>2</sup> 40	—
Salem (stage), . . . . .	—	—	18.00	.50	1½ T	6	6	<sup>2</sup> 40	—
Springfield, . . . . .	1.50	—	—	.50	1.00	—	—	—	—
Taunton (bridge and front), . . . . .	<sup>3</sup> .50	—	—	—	—	—	—	—	—
Worcester (picture houses, front), . . . . .	1.50	—	—	.40	2 T	—	—	—	—
Worcester (picture houses, stage), . . . . .	1.25	—	—	.40	2 T	—	—	—	—
<b>Lighting Operators (Stock Theatres).</b>									
Boston (front), . . . . .	<sup>1</sup> 2.50	—	—	—	—	—	—	—	—
Boston (stage), . . . . .	<sup>1</sup> 2.25	—	—	—	—	—	—	—	—
Brockton, . . . . .	—	—	18.00	—	.75	—	—	—	—
Haverhill (bridge and front), . . . . .	1.50	—	18.00	.50	1½ T	—	—	—	—
Haverhill (stage), . . . . .	1.50	—	18.00	.50	1½ T	—	—	—	—
Haverhill (small houses), . . . . .	—	—	18.00	.50	1½ T	—	—	—	—
Lawrence, . . . . .	1.50	—	—	—	1½ T	—	—	—	—
Pittsfield (front), . . . . .	1.75	—	—	.75	1.00	—	—	—	—
Pittsfield (stage), . . . . .	1.50	—	—	.75	1.00	—	—	—	—
Salem (front), . . . . .	—	—	18.00	.50	1½ T	6	6	<sup>2</sup> 40	—
Salem (stage), . . . . .	—	—	18.00	.50	1½ T	6	6	<sup>2</sup> 40	—
Taunton (bridge and front), . . . . .	<sup>3</sup> .50	—	—	—	—	—	—	—	—
<b>Lighting Operators (Vaudeville Houses).</b>									
Boston, . . . . .	—	—	<sup>1</sup> 25.00	—	—	—	—	—	—
Brockton, . . . . .	1.25	—	—	—	1½ T	—	—	—	—
Haverhill (bridge and front), . . . . .	1.50	—	18.00	.50	1½ T	—	—	—	—
Haverhill (stage), . . . . .	1.50	—	18.00	.50	1½ T	—	—	—	—
Haverhill (small time), . . . . .	—	—	18.00	.50	1½ T	—	—	—	—
Lawrence, . . . . .	1.50	—	—	—	1½ T	—	—	—	—
Pittsfield (front), . . . . .	1.75	—	—	.75	1.00	—	—	—	—
Pittsfield (stage), . . . . .	1.50	—	—	.75	1.00	—	—	—	—
Taunton (bridge and front), . . . . .	<sup>3</sup> .50	—	—	—	—	—	—	—	—
<b>Lighting Operators (n. o. s.).</b>									
Boston (front), . . . . .	<sup>1</sup> 2.50	—	—	4—	4—	—	—	—	—
Boston (front), . . . . .	<sup>1</sup> 3.00	—	—	6—	6—	—	—	—	—
Boston (stage), . . . . .	<sup>1</sup> 2.25	—	—	4—	4—	—	—	—	—
Boston (stage), . . . . .	<sup>1</sup> 2.50	—	—	6—	6—	—	—	—	—
<b>Moving Picture Operators.</b>									
Beverly:									
Operators (continuous performance), . . . . .	—	—	20.00	.50	.75	7	7	42	—
Vaudeville and picture houses (two daily performances), . . . . .	—	—	20.00	.50	.75	7	7	42	—
Operators (evenings and two matinees), . . . . .	—	—	18.00	.50	.75	—	—	—	—

<sup>1</sup> Rate effective August 12, 1918.<sup>2</sup> Four hours on Sunday.<sup>3</sup> Rate per hour.<sup>4</sup> Overtime from midnight to 8 A.M., \$1 per hour.<sup>5</sup> Overtime from midnight to 8 A.M., \$1.50 per hour.

TABLE 13. THEATRICAL EMPLOYMENT — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES WHEN PAID BY—					HOURS OF LABOR			
	Performance	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Rate per Hour	Rate per Hour on Sunday	Monday to Friday	Saturday		
<b>Moving Picture Operators</b> — Con.									
Boston (Union A.), . . . . .	—	—	\$24.00	\$1.00	\$1.00	7	7	<sup>1</sup> 42	—
Brockton, . . . . .	—	—	<sup>2</sup> 20.00	.75	<sup>3</sup> —	6	6	36	—
Fall River, . . . . .	—	—	24.00	1.00	1.00	6	6	<sup>4</sup> 40	—
Fitchburg, . . . . .	—	—	25.00	1.00	1.00	6	6	36	—
Haverhill, . . . . .	—	—	<sup>5</sup> 36.00	—	1.00	6	6	<sup>6</sup> 42	—
Lawrence, . . . . .	—	—	<sup>6</sup> 25.50	.80	4.50	6	6	<sup>6</sup> 42	—
Lawrence (relief men), . . . .	\$0.60	—	—	—	—	3	3	18	—
Lowell, . . . . .	—	<sup>7</sup> \$3.50	<sup>8</sup> 21.00	<sup>7</sup> .75	<sup>7</sup> .75	6	7	<sup>9</sup> 37	—
Lynn:									
Operators (continuous performance), . . . . .	—	—	20.00	.50	.75	7	7	42	—
Vaudeville and picture houses (two daily performances), . . . . .	—	—	20.00	.50	.75	7	7	42	—
Operators (evenings and two matinees), . . . . .	—	—	18.00	.50	.75	—	—	—	—
New Bedford, . . . . .	—	—	25.00	.75	<sup>9</sup> —	6	6	<sup>9</sup> 36	—
North Adams, . . . . .	—	—	20.00	.50	1.00	—	—	—	—
Northampton (two daily performances), . . . . .	—	—	20.00	.40	2 T	—	—	<sup>10</sup> 48	—
Pittsfield:									
Straight stock, . . . . .	—	—	20.00	.75	1.00	6	6	36	—
Straight vaudeville, . . . . .	—	—	24.00	.75	1.00	6	6	36	—
Operators (six nights and one matinee), . . . . .	—	—	18.00	.75	1.00	3	6	21	—
Operators (two daily performances), . . . . .	—	—	—	—	—	—	—	—	—
Theatres seating 1,000 or over, . . . . .	—	—	24.00	.75	1.00	6	6	36	—
Theatres seating less than 1,000, . . . . .	—	—	22.00	.75	1.00	6	6	36	—
Salem:									
Vaudeville and picture houses (two daily performances), . . . . .	—	—	20.00	.50	.75	7	7	42	—
Operators (evenings and two matinees), . . . . .	—	—	18.00	.50	.75	—	—	—	—
Operators (continuous performance), . . . . .	—	—	20.00	.50	.75	7	7	42	—
Springfield:									
Operators (two daily performances), . . . . .	—	—	—	—	—	—	—	—	—
Theatres seating over 1,000, . . . . .	—	—	25.00	.75	<sup>11</sup> 1.00	6	6	36	—
Theatres seating 1,000 or less, . . . . .	—	—	24.00	.75	<sup>11</sup> 1.00	6	6	36	—
Straight stock, . . . . .	—	—	22.00	.75	<sup>11</sup> 1.00	6	6	36	—

<sup>1</sup> When 47 hours comprise a week's work (5 hours or less on Sunday evening), men receive \$4 more.<sup>2</sup> On July 15, 1918, rate was increased to \$25.<sup>3</sup> \$5 for six hours or less.<sup>4</sup> Four hours on Sunday.<sup>5</sup> For six hours on Sunday men receive \$6.<sup>6</sup> For six hours on Sunday men receive \$4.50.<sup>7</sup> On September 1, 1918, rate was increased to \$4.50 per day with \$1 per hour for overtime and Sunday work.<sup>8</sup> For seven hours on Sunday or on a holiday (44 hours a week), men receive \$4.<sup>9</sup> \$5 for work on Sunday, which varies from three to six hours.<sup>10</sup> Hours irregular, but do not exceed 48 a week.<sup>11</sup> Overtime on holidays, \$1 per hour.



TABLE 13. THEATRICAL EMPLOYMENT—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES WHEN PAID BY—					HOURS OF LABOR			
	Performance	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Rate per Hour	Rate per Hour on Sunday	Monday to Friday	Saturday		
<b>Moving Picture Operators</b> — Con.									
Springfield — Con.									
Operators (continuous performance):									
Theatres seating over 1,000.	-	-	\$23.00	\$0.75	\$1.00	6-9	6-9	-	-
Theatres seating over 1,000.	-	-	24.00	.75	\$1.00	9-12	9-12	-	-
Theatres seating 1,000 or less.	-	-	21.00	.75	\$1.00	6-9	6-9	-	-
Theatres seating 1,000 or less.	-	-	23.00	.75	\$1.00	9-12	9-12	-	-
Operators (six nights and one matinee).	-	-	18.00	.75	\$1.00	3	6	21	-
Operators (open air theatres).	-	-	25.00	.75	1.00	6	6	36	-
Taunton.	-	-	25.00	-	1.00	-	-	-	-
Waltham.	-	-	30.00	-	-	-	-	-	-
Worcester:									
First men.	-	-	24.00	Reg.	2 T	6	6	36	-
Second men.	-	-	22.00	Reg.	2 T	-	-	-	-
<b>Propertymen (Combination Houses).</b>									
Boston.	-	-	\$30.00	.75	.75	-	-	-	-
Fall River.	-	-	22.00	-	1.00	-	-	-	-
Framingham.	\$2.25	-	22.00	.60	.75	-	-	-	-
Haverhill.	-	-	18.00	.50	1½ T	-	-	-	-
Holyoke.	1.50	\$4.50	20.00	.50	-	-	-	-	-
Lawrence.	-	-	25.00	-	1½ T	-	-	-	-
Lynn.	-	-	24.00	.50	.75	-	-	-	-
Natick.	2.25	-	22.00	.60	.75	-	-	-	-
Newton.	2.25	-	22.00	.60	.75	-	-	-	-
Pittsfield.	-	5.00	20.00	.75	1.00	-	-	-	-
Salem.	-	-	18.00	.50	1½ T	6	6	40	-
Springfield.	-	-	22.00	.50	1.00	-	-	-	-
Taunton.	-	-	18.00	.50	-	-	-	-	-
Waltham.	2.25	-	22.00	.60	.75	-	-	-	-
Worcester.	-	-	19.00	.50	2 T	-	-	-	-
<b>Propertymen (Stock Theatres).</b>									
Boston.	-	-	\$35.00	-	-	-	-	-	-
Brockton.	-	-	18.00	-	.75	-	-	-	-
Fall River.	-	-	30.00	1.00	1.00	-	-	-	-
Fitchburg.	-	-	22.00	.50	1.00	6	6	36	-
Framingham.	2.25	-	24.00	.60	.75	-	-	-	-
Haverhill.	-	-	23.00	.50	1½ T	-	-	-	-
Holyoke.	1.50	\$4.50	20.00	.50	-	-	-	-	-
Lawrence.	-	-	25.00	-	1½ T	-	-	-	-
Lynn.	-	-	22.00	.50	.75	-	-	-	-
Natick.	2.25	-	24.00	.60	.75	-	-	-	-
Newton.	2.25	-	24.00	.60	.75	-	-	-	-
Northampton.	-	-	22.00	.40	2 T	-	-	5	-
Pittsfield.	-	-	22.00	.75	1.00	-	-	-	-
Salem.	-	-	22.00	.50	1½ T	6	6	40	-
Taunton.	-	-	18.00	.50	-	-	-	-	-
Waltham.	2.25	-	24.00	.60	.75	-	-	-	-
Worcester.	-	-	20.00	.50	2 T	-	-	-	-
<b>Propertymen (Vaudeville Houses).</b>									
Boston.	-	-	\$30.00	-	-	-	-	-	-
Boston (Vaudeville and Picture Houses).	-	-	25.00	-	-	-	-	-	-

<sup>1</sup> Overtime on holidays, \$1 per hour.<sup>2</sup> Rate effective August 12, 1918.<sup>3</sup> For work on Sunday.<sup>4</sup> Four hours on Sunday.<sup>5</sup> Hours irregular, but do not exceed 48 a week.

TABLE 13. THEATRICAL EMPLOYMENT — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES WHEN PAID BY —					HOURS OF LABOR			
	Performance	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Rate per Hour	Rate per Hour on Sunday	Monday to Friday	Saturday		
<b>Propertymen (Vaudeville Houses) — Con.</b>									
Brockton, . . . . .	-	-	\$15.00	-	1½ T	-	-	-	-
Fall River (Vaudeville and Picture Houses), . . . . .	-	-	22.00	-	\$0.75	-	-	-	-
Framingham, . . . . .	\$2.00	-	21.00	\$0.60	.75	-	-	-	-
Framingham (Vaudeville and Picture Houses), . . . . .	1.75	-	20.00	.60	.75	-	-	-	-
Haverhill, . . . . .	-	-	18.00	.50	1½ T	-	-	-	-
Haverhill (small houses), . . . . .	-	-	18.00	.50	1½ T	-	-	-	-
Holyoke, . . . . .	1.50	1 \$4.50	20.00	.50	-	-	-	-	-
Lawrence, . . . . .	-	-	25.00	-	1½ T	-	-	-	-
Lynn (Vaudeville and Picture Houses), . . . . .	-	-	34.00	.50	.75	-	-	-	-
Natick, . . . . .	2.00	-	21.00	.60	.75	-	-	-	-
Natick (Vaudeville and Picture Houses), . . . . .	1.75	-	20.00	.60	.75	-	-	-	-
Newton, . . . . .	2.00	-	21.00	.60	.75	-	-	-	-
Newton (Vaudeville and Picture Houses), . . . . .	1.75	-	20.00	.60	.75	-	-	-	-
Pittsfield, . . . . .	-	-	17.00	.75	1.00	-	-	-	-
Springfield, . . . . .	-	-	22.00	.50	1.00	-	-	-	-
Taunton, . . . . .	-	-	18.00	.50	-	-	-	-	-
Waltham, . . . . .	2.00	-	21.00	.60	.75	-	-	-	-
Waltham (Vaudeville and Picture Houses), . . . . .	1.75	-	20.00	.60	.75	-	-	-	-
Worcester, . . . . .	-	-	20.00	.50	2 T	-	-	-	-
<b>Propertymen (n. o. s.).</b>									
Boston, . . . . .	-	-	\$ 45.00	\$ -	\$ -	-	-	-	-
Boston, . . . . .	-	-	25.00	1.00	1.00	-	-	-	-
New Bedford, . . . . .	-	-	25.00	.50	1.00	10	11	61	-
North Adams, . . . . .	-	-	16.50	.50	1.00	-	-	-	-
Springfield, . . . . .	-	-	20.00	-	-	-	-	-	-
<b>Propertymen, Assistant (Combination Houses).</b>									
Boston, . . . . .	1.25	2.50	-	4 -	.50	-	-	-	-
<b>Propertymen, Assistant (Stock Theatres).</b>									
Brockton, . . . . .	-	-	14.00	-	.75	-	-	-	-
Haverhill, . . . . .	-	-	20.00	.50	1½ T	-	-	-	-
<b>Propertymen, Assistant (Vaudeville Houses).</b>									
Springfield, . . . . .	-	-	14.00	.50	1.00	-	-	-	-
<b>Propertymen, Assistant (n. o. s.).</b>									
Boston, . . . . .	-	-	\$ 30.00	\$ -	\$ -	-	-	-	-
Lynn, . . . . .	-	-	15.00	.50	.75	-	-	-	-
<b>Stage Managers (Vaudeville Houses).</b>									
Boston, . . . . .	-	-	\$ 35.00	-	-	-	-	-	-
Boston (Picture Theatres), . . . . .	-	-	\$ 30.00	-	-	-	-	-	-
Boston (Vaudeville and Picture Houses), . . . . .	-	-	\$ 30.00	-	-	-	-	-	-

1 For work on Sunday.

2 Rate effective August 12, 1918.

3 Overtime from midnight to 8 A.M., \$1.50 per hour.

4 Fifty cents per hour from midnight to 8 A.M.; other overtime, 40 cents per hour.

TABLE 14. WOOD WORKING AND UPHOLSTERING.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Boxmakers.</b>									
Boston (cigar boxes):									
Compositors (wood printing),	-	-	\$20.00	1½ T	1½ T	8	4	44	12
Embossers, . . . . .	-	-	18.00	1½ T	1½ T	8	4	44	12
Finishers (repair men),	\$0.30	-	-	1½ T	2 T	8¾	4	47¾	12
Foremen, . . . . .	-	-	22.00	1½ T	1½ T	8	4	44	12
Hingers, . . . . .	-	-	16.00	1½ T	1½ T	8	4	44	12
Nailers (bench), . . . . .	-	-	17.00	1½ T	1½ T	8	4	44	12
Nailers (bottom), . . . . .	-	-	16.00	1½ T	1½ T	8	4	44	12
Nailers (frame), . . . . .	-	-	16.00	1½ T	1½ T	8	4	44	12
Nailers (single), . . . . .	-	-	17.00	1½ T	1½ T	8	4	44	12
Nailers (top), . . . . .	-	-	15.00	1½ T	1½ T	8	4	44	12
Planers, . . . . .	-	-	18.00	1½ T	1½ T	8	4	44	12
Printers, . . . . .	-	-	18.00	1½ T	1½ T	8	4	44	12
Sawyers, . . . . .	-	-	18.00	1½ T	1½ T	8	4	44	12
Shippers, . . . . .	-	-	16.00	1½ T	1½ T	8	4	44	12
Trimmers, . . . . .	-	-	18.00	1½ T	1½ T	8	4	44	12
Woodpickers, . . . . .	-	-	16.00	1½ T	1½ T	8	4	44	12
Holyoke (nailers), . . . . .	.40	-	-	2 T	2 T	9	5	50	12
Holyoke (sawyers), . . . . .	.50	-	-	2 T	2 T	9	5	50	12
Lawrence:									
Foremen, . . . . .	.56	-	26.88	1½ T	1½ T	8¾	4¾	48	12
Helpers, . . . . .	.38½	-	18.48	1½ T	1½ T	8¾	4¾	48	12
Nailers, . . . . .	.49¾	-	23.88	1½ T	1½ T	8¾	4¾	48	12
Planers, . . . . .	.38½	-	18.48	1½ T	1½ T	8¾	4¾	48	12
Sawyers, . . . . .	.49¾	-	23.88	1½ T	1½ T	8¾	4¾	48	12
Lowell, . . . . .	.38	-	-	Reg.	Reg.	9¾	5¼	54	12
<b>Carpenters.</b>									
<i>Apprentices.</i>									
Lynn:									
First year, . . . . .	-	-	10.00	-	-	8	4	44	12
Second year, . . . . .	-	-	12.00	-	-	8	4	44	12
Third year, . . . . .	-	-	15.00	-	-	8	4	44	12
Fourth year, . . . . .	-	-	18.00	-	-	8	4	44	12
<i>Bench Hands.</i>									
Boston, . . . . .	.60	-	-	2 T	2 T	8	4	44	12
Lynn, . . . . .	.60	\$4.80	26.40	2 T	2 T	8	4	44	12
Springfield, . . . . .	-	-	18.00	2 T	2 T	8¾	4¾	48	12
<i>Cabinet Makers.</i>									
Boston, . . . . .	.60	-	-	2 T	2 T	8	4	44	12
Lowell, . . . . .	.60	-	-	1½ T	2 T	8¾	4¾	48	12
Lynn, . . . . .	.60	4.80	26.40	2 T	2 T	8	4	44	12
New Bedford, . . . . .	.60	4.80	26.40	2 T	2 T	8	4	44	12
Salem, . . . . .	.60	-	26.40	2 T	2 T	8	4	44	12
Springfield (first class), . . . . .	-	-	18.00	2 T	2 T	8¾	4¾	48	12
Worcester, . . . . .	.50	-	-	1 -	2 T	8¾	4¾	48	12
<i>Helpers.</i>									
Boston, . . . . .	.60	-	-	2 T	2 T	8	4	44	12
Holyoke, . . . . .	.45	-	-	2 T	2 T	9	5	50	12
<i>Machine Men.</i>									
Lowell, . . . . .	.57½	-	-	1½ T	2 T	8¾	4¾	48	12
<i>Matchers.</i>									
Boston, . . . . .	.60	-	-	2 T	2 T	8	4	44	12
<i>Millwrights or Mill Hands (General).</i>									
Boston, . . . . .	.60	-	-	2 T	2 T	8	4	44	12
Boston (Unions A and B), . . . . .	.60	-	-	2 T	2 T	8	4	44	12
Brookton, . . . . .	.60	4.80	26.40	2 T	2 T	8	4	44	12
Holyoke, . . . . .	.60	-	-	2 T	2 T	9	5	50	12
Lee, . . . . .	.62½	5.00	27.50	1½ T	2 T	8	4	44	12

¹ Before 9 P.M., 1½ T; after 9 P.M., 2 T.

TABLE 14. WOOD WORKING AND UPHOLSTERING — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Carpenters — Con.</b>									
<i>Millwrights or Mill Hands (General) — Con.</i>									
Lynn, . . . . .	\$0.60	\$4.80	\$26.40	2 T	2 T	8	4	44	12
Marblehead, . . . . .	1.30- .60	—	—	1½ T	1½ T	9	5	50	12
Pittsfield, . . . . .	.40	3.60	20.00	1½ T	1½ T	9	5	50	12
Salem, . . . . .	.60	—	26.40	2 T	2 T	8	4	44	12
Springfield (first class), . . . . .	—	—	20.00	2 T	2 T	8½	4½	48	12
Stoughton, . . . . .	—	—	24.75	1½ T	2 T	8	4	44	12
Worcester, . . . . .	.50	—	—	2 —	2 T	8½	4½	48	12
<b>Molders, Wood.</b>									
Boston, . . . . .	.60	—	—	2 T	2 T	8	4	44	12
Lowell (irregular), . . . . .	.62½	—	—	1½ T	2 T	8½	4½	48	12
Lowell (straight), . . . . .	.57½	—	—	1½ T	2 T	8½	4½	48	12
Lynn, . . . . .	.60	4.80	26.40	2 T	2 T	8	4	44	12
Salem (first class), . . . . .	.60	—	26.40	2 T	2 T	8	4	44	12
Salem (irregular), . . . . .	.60	—	26.40	2 T	2 T	8	4	44	12
Springfield (irregular and straight), . . . . .	—	—	22.00	2 T	2 T	8½	4½	48	12
Worcester (upright), . . . . .	.50	—	—	2 —	2 T	8½	4½	48	12
<b>Mortisers.</b>									
Boston, . . . . .	.60	—	—	2 T	2 T	8	4	44	12
<b>Planer Hands.</b>									
Boston, . . . . .	.60	—	—	2 T	2 T	8	4	44	12
Springfield (first class), . . . . .	—	—	15.00	2 T	2 T	8½	4½	48	12
<b>Sanders.</b>									
Boston, . . . . .	.60	—	—	2 T	2 T	8	4	44	12
Lynn, . . . . .	.60	4.80	26.40	2 T	2 T	8	4	44	12
Springfield, . . . . .	—	—	15.00	2 T	2 T	8½	4½	48	12
<b>Sash and Blind Makers.</b>									
Lowell, . . . . .	.45	—	—	1½ T	2 T	8½	4½	48	12
<b>Sawyers.</b>									
Boston, . . . . .	.60	—	—	2 T	2 T	8	4	44	12
Lynn, . . . . .	.60	4.80	26.40	2 T	2 T	8	4	44	12
Salem, . . . . .	.60	—	26.40	2 T	2 T	8	4	44	12
Springfield, . . . . .	—	—	15.00	2 T	2 T	8½	4½	48	12
<b>Shippers.</b>									
Boston, . . . . .	.60	—	—	2 T	2 T	8	4	44	12
<b>Shop Carpenters.</b>									
Boston, . . . . .	.60	—	—	2 T	2 T	8	4	44	12
Brockton, . . . . .	.70	5.60	30.80	2 T	2 T	8	4	44	12
Brockton (foremen), . . . . .	.76¼	6.10	33.55	2 T	2 T	8	4	44	12
Concord, . . . . .	.55	4.40	24.20	1½ T	2 T	8	4	44	12
Lee, . . . . .	.62½	5.00	27.50	1½ T	2 T	8	4	44	12
Lee (foremen), . . . . .	.75	6.00	33.00	1½ T	2 T	8	4	44	12
Lowell (foremen), . . . . .	.75	—	—	1½ T	2 T	8½	4½	48	12
Lynn, . . . . .	.70	5.60	—	2 T	2 T	8	4	44	12
Salem (French), . . . . .	.60	4.80	26.40	2 T	3 T	8	4	44	12
Stoughton, . . . . .	—	—	24.75	1½ T	2 T	8	4	44	12
Taunton, . . . . .	.40	—	—	1½ T	2 T	8	4	44	12
Westfield, . . . . .	.65	5.20	28.60	2 T	2 T	8	4	44	12
<b>Stock Cutters.</b>									
Boston, . . . . .	.60	—	—	2 T	2 T	8	4	44	12
Lowell, . . . . .	.55	—	—	1½ T	2 T	8½	4½	48	12
Lynn, . . . . .	.60	4.80	26.40	2 T	2 T	8	4	44	12
Salem, . . . . .	.60	—	26.40	2 T	2 T	8	4	44	12
Springfield (first class), . . . . .	—	—	18.00	2 T	2 T	8½	4½	48	12

¹ Mostly aeroplane work.

² Before 9 P.M., 1½ T; after 9 P.M., 2 T.

TABLE 14. WOOD WORKING AND UPHOLSTERING — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Carpenters — Con.</b>									
<i>Stock Fitters.</i>									
Boston, . . . . .	\$0.60	—	—	2 T	2 T	8	4	44	12
Lynn, . . . . .	.60	\$4.80	\$26.40	2 T	2 T	8	4	44	12
Salem (first class), . . . . .	.60	—	26.40	2 T	2 T	8	4	44	12
<i>Tenoners.</i>									
Boston (Unions A and B), . . . . .	.60	—	—	2 T	2 T	8	4	44	12
<i>Turners.</i>									
Boston, . . . . .	.60	—	—	2 T	2 T	8	4	44	12
Salem (first class), . . . . .	.60	—	26.40	2 T	2 T	8	4	44	12
Springfield (first class), . . . . .	—	—	20.00	2 T	2 T	8 $\frac{3}{4}$	4 $\frac{3}{4}$	48	12
<i>Veneer Men.</i>									
Lowell, . . . . .	.45	—	—	1 $\frac{1}{2}$ T	2 T	8 $\frac{3}{4}$	4 $\frac{3}{4}$	48	12
<b>Furniture Makers.</b>									
Gardner, . . . . .	.25	2.50	13.75	Reg.	Reg.	10	5	55	12
<b>Painters (Hardwood Finishers).</b>									
Boston, <sup>1</sup> . . . . .	—	—	21.00	1 $\frac{1}{2}$ T	2—	9	5	50	12
Boston (helpers), . . . . .	—	—	13.00	1 $\frac{1}{2}$ T	2—	9	5	50	12
<b>Pattern Makers, Wood.</b>									
Boston (job), . . . . .	.80	—	—	3 $\frac{1}{2}$ T	2 T	8 $\frac{3}{4}$	4 $\frac{1}{4}$	48	12
Boston (manufacturing), . . . . .	.75	—	—	3 $\frac{1}{2}$ T	2 T	8 $\frac{3}{4}$	4 $\frac{1}{4}$	48	12
Fitchburg (job), . . . . .	.55	4.95	27.50	1 $\frac{1}{2}$ T	2 T	9	5	50	12
Fitchburg (manufacturing), {	.45	—	—	1 $\frac{1}{2}$ T	2 T	9	5	50	12
Lawrence (job), . . . . .	.80	—	—	3 $\frac{1}{2}$ T	2 T	8 $\frac{3}{4}$	4 $\frac{1}{4}$	48	12
Lawrence (manufacturing), . . . . .	.75	—	—	3 $\frac{1}{2}$ T	2 T	8 $\frac{3}{4}$	4 $\frac{1}{4}$	48	12
Lowell (job), . . . . .	.80	—	—	3 $\frac{1}{2}$ T	2 T	8 $\frac{3}{4}$	4 $\frac{1}{4}$	48	12
Lowell (manufacturing), . . . . .	.75	—	—	3 $\frac{1}{2}$ T	2 T	8 $\frac{3}{4}$	4 $\frac{1}{4}$	48	12
Lynn (job), . . . . .	.80	—	—	3 $\frac{1}{2}$ T	2 T	8 $\frac{3}{4}$	4 $\frac{1}{4}$	48	12
Lynn (manufacturing), . . . . .	.75	—	—	3 $\frac{1}{2}$ T	2 T	8 $\frac{3}{4}$	4 $\frac{1}{4}$	48	12
Pittsfield, . . . . .	.53	4.77	26.50	1 $\frac{1}{2}$ T	2 T	9	5	50	12
Quincy (job), . . . . .	.80	—	—	3 $\frac{1}{2}$ T	2 T	8 $\frac{3}{4}$	4 $\frac{1}{4}$	48	12
Quincy (manufacturing), . . . . .	.75	—	—	3 $\frac{1}{2}$ T	2 T	8 $\frac{3}{4}$	4 $\frac{1}{4}$	48	12
Springfield, . . . . .	.75	—	—	2 T	2 T	8 $\frac{3}{4}$	4 $\frac{3}{4}$	48	12
Taunton, . . . . .	.55	—	—	1 $\frac{1}{2}$ T	2 T	9	4 $\frac{1}{2}$	49 $\frac{1}{2}$	12
Worcester, . . . . .	.60	—	—	1 $\frac{1}{2}$ T	2 T	10	5	55	12
<b>Piano and Organ Workers.</b>									
Boston, . . . . .	.42	—	—	1 $\frac{1}{2}$ T	—	9	4 $\frac{1}{2}$	49 $\frac{1}{2}$	12
<b>Upholsterers.</b>									
Boston:									
Custom work, . . . . .	.55	—	26.40	1 $\frac{1}{2}$ T	2 T	8 $\frac{3}{4}$	4 $\frac{3}{4}$	48	12
Shade men, . . . . .	—	—	21.00	1 $\frac{1}{2}$ T	2 T	8 $\frac{1}{2}$	5 $\frac{1}{2}$	48	12
Shade men (apprentices):									
First year, . . . . .	—	—	10.00	1 $\frac{1}{2}$ T	2 T	8 $\frac{1}{2}$	5 $\frac{1}{2}$	48	12
Second year, . . . . .	—	—	15.00	1 $\frac{1}{2}$ T	2 T	8 $\frac{1}{2}$	5 $\frac{1}{2}$	48	12
Third year, . . . . .	—	—	19.00	1 $\frac{1}{2}$ T	2 T	8 $\frac{1}{2}$	5 $\frac{1}{2}$	48	12
Wholesale establishments, . . . . .	.50	4.50	25.00	1 $\frac{1}{2}$ T	2 T	9	5	50	12

<sup>1</sup> Includes polishers, rubbers, shellackers, and varnishers.

<sup>2</sup> Sundays, 2 T; holidays, 1 $\frac{1}{2}$  T.

<sup>3</sup> Are accepting 1 $\frac{1}{2}$  T on government work because of government regulations.

<sup>4</sup> Minimum rates in different establishments.

<sup>5</sup> In job shops, work eight hours a day, 48 hours a week during entire year; in manufacturing shops, work 8 $\frac{3}{4}$  hours on 5 days, 4 $\frac{3}{4}$  hours on Saturday, during entire year.

TABLE 14. WOOD WORKING AND UPHOLSTERING — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Upholsterers — Con.</b>									
<i>Carpet Mechanics.</i>									
Boston (cutters, layers, measurers, and stitchers),	-	-	<sup>1</sup> \$25.30	2 T	2 T	8	4	44	12
<b>Willow, Reed, and Rattan Workers.</b>									
Boston,	\$0.50	-	-	1½ T	1½ T	9	4½	49½	12
Gardner,	.40	\$4.00	22.00	Reg.	Reg.	10	5	55	12
<b>Wood Carvers.</b>									
Boston,	.60	4.80	26.40	2 T	2 T	8	4	44	12

<sup>1</sup> On September 1, 1918, rate was increased to \$27.60.

TABLE 15. MISCELLANEOUS TRADES.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
<b>Bevelers and Polishers.</b>										
Boston:										
Bevelers, . . . . .	-	-	{ <sup>1</sup> \$21.00-25.00	{1½ T	2 T	8	4	44	12	
Grinders, . . . . .	-	-	{ <sup>1</sup> 21.00-25.00	{1½ T	2 T	8	4	44	12	
Polishers, red wheel, . . .	-	-	{ <sup>1</sup> 20.00-22.00	{1½ T	2 T	8	4	44	12	
Polishers, white wheel, . .	-	-	{ <sup>1</sup> 19.00-22.00	{1½ T	2 T	8	4	44	12	
Silverers, . . . . .	-	-	{ <sup>1</sup> 22.00-24.00	{1½ T	2 T	8	4	44	12	
<b>Bill Posters and Billers.</b>										
Boston, . . . . .	-	\$3.00	-	1½ T	-	8	4	44	12	
Boston (foremen), . . . .	-	-	21.00	1½ T	-	8	4	44	12	
Boston (helpers), . . . .	-	-	19.00	1½ T	-	8	4	44	12	
<b>Bottle Sorters and Washers.</b>										
Boston:										
Drivers who do sorting, . .	-	-	20.00	1½ T	-	9	2 9	2 54	2 4	
Sorters, . . . . .	-	-	20.00	1½ T	-	9	2 9	2 54	2 4	
Sorters (beginners), . . .	-	-	13.50	1½ T	-	9	2 9	2 54	2 4	
Sorters' helpers, . . . .	-	-	16.50	1½ T	-	9	2 9	2 54	2 4	
Washers, . . . . .	-	-	16.50	1½ T	-	9	2 9	2 54	2 4	
Washers (beginners), . . .	-	-	12.00	1½ T	-	9	2 9	2 54	2 4	
Washers' helpers, . . . .	-	-	14.50	1½ T	-	9	2 9	2 54	2 4	
<b>Celluloid Workers.</b>										
Leominster:										
Comb makers, . . . . .	\$0.35	3.50	-	Reg.	-	10	3 9	3 59	3 6	
Comb cutters, . . . . .	.40	4.00	22.00	Reg.	-	10	3 9	3 59	3 6	
Novelty workers, . . . .	.30	3.00	-	Reg.	-	10	3 9	3 59	3 6	
<b>Clerks, Retail.</b>										
<i>Clothing and Shoe Clerks.</i>										
Brockton, . . . . .	-	-	12.00	-	-	4 8½	11	4 53½	4 2	
<i>Dry Goods Clerks.</i>										
Brockton, . . . . .	-	-	10.00	-	-	5 8	10	5 50	5 3	
<i>Grocery and Provision Clerks.</i>										
Brockton (men), . . . . .	-	-	12.00	-	-	10	12	62	2	
Brockton (women), . . . .	-	-	8.50	-	-	9	9	54	2	
<i>Retail Clerks (Miscellaneous).</i>										
Fitchburg, . . . . .	-	-	20.00	\$0.48	-	6 -	6 -	6 -	6 -	
<b>Wine Clerks.</b>										
Boston:										
Clerks, counter sales, . . .	-	-	21.00	Reg.	-	10	10	60	-	
Clerks, extra, . . . . .	-	4.00	-	Reg.	-	9	9	54	-	
Clerks, porter, . . . . .	-	-	15.00	Reg.	-	10	10	60	-	
Clerks, receiving, . . . .	-	-	18.00	Reg.	-	10	10	60	-	
Clerks, shipping, . . . . .	-	-	20.00	Reg.	-	10	10	60	-	

<sup>1</sup> Prevailing range of rates; no agreement establishing a minimum.<sup>2</sup> During four months, work five hours on Saturday, 50 hours a week.<sup>3</sup> During six months, work five hours on Saturday, 55 hours a week.<sup>4</sup> During two months, work 3½ hours on Tuesday, 48½ hours a week.<sup>5</sup> During 3 months, work 3 hours on Tuesday, 45 hours a week.<sup>6</sup> During four months, work 11 hours on three days, 11½ hours on one day, 12½ hours on one day, and 4½ hours on one day, making 61½ hours a week; during eight months, work 11 hours on four days, 11½ hours on one day, 12½ hours on one day, making 68 hours a week.

TABLE 15. MISCELLANEOUS TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Work- ing Days	Sun- days and Holi- days	Mon- day to Fri- day	Sat- urday		
<b>Clerks, Retail — Con.</b>									
<i>Wine Clerks — Con.</i>									
Boston — <i>Con.</i>									
Foremen, counter sales, . . .	-	-	\$25 00	Reg.	-	10	10	60	-
Rectifiers, first class, . . .	-	-	30.00	Reg.	-	9	9	54	-
Rectifiers, second class, . . .	-	-	25.00	Reg.	-	10	10	60	-
Springfield (after two months), . .	-	-	20.00	-	-	-	-	56	-
Springfield (after one year), . . .	-	-	25.00	-	-	-	-	56	-
Worcester:									
Clerks, inexperienced, . . .	-	-	16.00	1½ T	2 T	9	11	56	-
Clerks (after one year's ex- perience), . . .	-	-	20.00	1½ T	2 T	9	11	56	-
Rectifiers, . . .	-	-	22.00	1½ T	2 T	9	9	54	-
Rectifiers, head, . . .	-	-	27.00	1½ T	2 T	9	9	54	-
<b>Electrical Workers (Outsidemen).</b>									
<i>Cable Splicers.</i>									
Boston:									
Cable splicers, . . .	\$0.62½	\$5.00	30.00	1½ T	1½ T	8	8	48	3
Cable splicers' apprentices:									
First six months, . . .	.25	-	-	1½ T	1½ T	8	8	48	3
Second six months, . . .	.27½	-	-	1½ T	1½ T	8	8	48	3
After one year, . . .	.30½	-	-	1½ T	1½ T	8	8	48	3
Cable splicers' helpers:									
First year, . . .	.43¼	3 50	21.00	1½ T	1½ T	8	8	48	3
Second year, . . .	.56¼	4.50	27.00	1½ T	1½ T	8	8	48	3
<i>Foremen.</i>									
Greenfield, . . .	-	-	32 85	1½ T	1-	2-	2-	2-	2-
<i>Guardmen.</i>									
Boston, . . .	.31¼	2.50	15 00	1½ T	1½ T	8	8	48	3
<i>Installation Men.</i>									
Greenfield (Class A), . . .	-	-	28 35	1½ T	1-	2-	2-	2-	2-
Greenfield (Class B), . . .	-	-	26 85	1½ T	1-	2-	2-	2-	2-
Greenfield (Class C), . . .	-	-	25 35	1½ T	1-	2-	2-	2-	2-
<i>Linemen.</i>									
Boston:									
Linemen, . . .	-	5.00	-	1½ T	1½ T	8	8	48	-
Foremen, . . .	-	6.00	-	1½ T	1½ T	8	8	48	-
Greenfield:									
Linemen, . . .	-	-	25 35	1½ T	1-	2-	2-	2-	2-
Linemen, head, . . .	-	-	28 35	1½ T	1-	2-	2-	2-	2-
Linemen (sub-foremen), . . .	-	-	29 85	1½ T	1-	2-	2-	2-	2-
<i>Station Repairmen.</i>									
Greenfield (Class A), . . .	-	-	28 35	1½ T	1-	2-	2-	2-	2-
<b>Electrical Workers (Shop Workmen).</b>									
Boston:									
Shop workmen (first class), . .	.65	-	-	2 T	2 T	8½	4	46½	12
Helpers, . . .	.40	-	-	2 T	2 T	8½	4	46½	12
Machinists, electrical, . . .	.65	-	-	2 T	2 T	8½	4	46½	12

<sup>1</sup> Sundays, 1½ T; holidays, 2 T.

<sup>2</sup> During three months, work nine hours on four days, eight hours on one day, making 44 hours a week; during other nine months, work eight hours on six days, making 48 hours a week.



TABLE 15. MISCELLANEOUS TRADES—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
<b>Engineers, Coal Hoisting.</b>										
Boston:										
One-man tower, . . . . .	-	-	\$28.00	\$0.85	1-	9	2 8	2 53	2 8	
Two-man tower, . . . . .	-	-	25.00	.85	1-	9	2 8	2 53	2 8	
Transient men, day, . . . . .	-	\$8.00	-	.85	\$10.00	9	8	53	-	
Transient men, night, . . . . .	-	9.00	-	.85	12.00	9	8	53	-	
Trolley men, . . . . .	-	-	23.00	.85	1-	9	2 8	2 53	2 8	
Brockton (one-man tower), . . . . .	-	-	25.00	.70	1.00	9	2 8	2 53	2 8	
Brockton (two-man tower), . . . . .	-	-	22.00	.70	1.00	9	2 8	2 53	2 8	
Salem:										
One-man tower, . . . . .	-	-	28.00	.85	3-	9	2 8	2 53	2 8	
Two-man tower, . . . . .	-	-	25.00	.85	3-	9	2 8	2 53	2 8	
Trolley engineers, . . . . .	-	-	23.00	.85	3-	9	2 8	2 53	2 8	
<b>Engineers, Stationary (in Charge).<sup>4</sup></b>										
Boston:										
First class plants, . . . . .	-	-	35.00	1½ T	1½ T	8	8	48	-	
Second class plants, . . . . .	-	-	30.00	1½ T	1½ T	8	8	48	-	
Third class plants, . . . . .	-	-	28.00	1½ T	1½ T	8	8	48	-	
Brockton:										
First class plants, . . . . .	-	-	35.00	1½ T	2 T	5 8	5 8	5 56	-	
Second class plants, . . . . .	-	-	30.00	1½ T	2 T	5 8	5 8	5 56	-	
Third class plants, . . . . .	-	-	25.00	1½ T	2 T	5 8	5 8	5 56	-	
Holyoke:										
First class plants, . . . . .	\$0 66¾	-	32.00	2 T	2 T	8	8	48	-	
Second class plants, . . . . .	.62½	-	30.00	2 T	2 T	8	8	48	-	
Third class plants, . . . . .	.58½	-	28.00	2 T	2 T	8	8	48	-	
Lowell:										
First class plants, . . . . .	-	-	35.00	1½ T	2 T	-	-	60	-	
Second class plants, . . . . .	-	-	30.00	1½ T	2 T	-	-	60	-	
Third class plants, . . . . .	-	-	25.00	1½ T	2 T	-	-	60	-	
Lynn:										
First class plants, . . . . .	-	-	35.00	1½ T	2 T	10	6 10	6 60	6-	
Second class plants, . . . . .	-	-	30.00	1½ T	2 T	10	6 10	6 60	6-	
Third class plants, . . . . .	-	-	25.00	1½ T	2 T	10	6 10	6 60	6-	
Northampton (second class plants), . . . . .										
	-	7 4.50	-	-	-	95%	45%	54	12	
Northampton (third class plants), . . . . .										
	-	7 4.00	-	-	-	95%	45%	54	12	
Salem:										
First class plants, . . . . .	-	-	35.00	1½ T	2 T	5 8	5 8	5 48	-	
Second class plants, . . . . .	-	-	30.00	1½ T	2 T	5 8	5 8	5 48	-	
Third class plants, . . . . .	-	-	25.00	1½ T	2 T	5 8	5 8	5 48	-	
Springfield:										
First class plants, . . . . .	-	-	35.00	1½ T	2 T	5 8	5 8	5 48	-	
Second class plants, . . . . .	-	-	30.00	1½ T	2 T	5 8	5 8	5 48	-	
Third class plants, . . . . .	-	-	28.00	1½ T	2 T	5 8	5 8	5 48	-	

<sup>1</sup> Sundays, \$1.50 per hour; holidays, \$1 per hour, in addition to regular pay.

<sup>2</sup> During eight months, work five hours on Saturday, 50 hours a week.

<sup>3</sup> Sundays, \$1.50 per hour; holidays, \$1 per hour.

<sup>4</sup> Employed in industries not elsewhere specified. These rates do not apply to high-salaried officials whose compensation is subject to special determination.

<sup>5</sup> In plants running continuously, 8 hours a day; in other plants, 10 hours a day.

<sup>6</sup> In some cases, Saturday half-holiday is in effect from 6 to 12 months.

<sup>7</sup> Prevailing rate; no agreement establishing a minimum.

TABLE 15. MISCELLANEOUS TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Engineers, Stationary (Operators or Assistants).</b>									
Boston:									
First class plants, . . . .	-	-	\$30.00	1½ T	1½ T	8	8	48	-
Second class plants, . . . .	-	-	28.00	1½ T	1½ T	8	8	48	-
Brockton:									
First class plants, . . . .	-	-	30.00	1½ T	2 T	1 8 10	1 8 10	1 56 60	}
Second class plants, . . . .	-	-	28.00	1½ T	2 T	1 8 10	1 8 10	1 56 60	
Holyoke (first class plants), .	\$0.62½	-	30.00	2 T	2 T	8	8	48	-
Holyoke (second class plants),	.54½	-	26.00	2 T	2 T	8	8	48	-
Lowell:									
First class plants, . . . .	-	-	30.00	1½ T	2 T	-	-	60	-
Second class plants, . . . .	-	-	25.00	1½ T	2 T	-	-	60	-
Lynn (first class plants), . .	-	-	30.00	1½ T	2 T	10	2 10	2 60	2-
Lynn (second class plants), .	-	-	25.00	1½ T	2 T	10	2 10	2 60	2-
Salem (first class plants), . .	-	-	30.00	1½ T	2 T	1 8 10	1 8 10	1 48 60	}
Salem (second class plants), .	-	-	28.00	1½ T	2 T	1 8 10	1 8 10	1 48 60	
Springfield:									
First class plants, . . . .	-	-	30.00	1½ T	2 T	1 8 10	1 8 10	1 48 60	}
Second class plants, . . . .	-	-	28.00	1½ T	2 T	1 8 10	1 8 10	1 48 60	
Third class plants, . . . .	-	-	25.00	1½ T	2 T	1 8 10	1 8 10	1 48 60	-
<b>Firemen, Stationary.<sup>3</sup></b>									
<i>Ash Handlers or Helpers.</i>									
Northampton, . . . .	-	4 \$3.00	-	-	-	8	8	56	-
<i>Coal Passers.</i>									
Boston, <sup>5</sup> . . . .	-	-	23.00	1½ T	Reg.	8	8	48	-
Boston (marine), . . . .	-	-	6 65.00	7 \$0.60	7 \$0.60	8 9	8 9	56 54	}
Brockton, . . . .	-	-	21.00	1½ T	1½ T	9	9	54	
Fall River, . . . .	-	-	9 18.00- 28.00	1½ T	Reg.	8	8	56	-
<i>Engineers on Capstans.</i>									
Boston (marine), . . . .	-	-	6 90.00	7 .60	7 .60	8 9	8 9	56 54	}
<i>Firemen.</i>									
Boston, . . . .	-	-	27.00	1½ T	Reg.	8	8	48	-
Boston (marine), . . . .	-	-	6 75.00	7 .60	7 .60	8 9	8 9	56 54	}
Brockton, . . . .	-	-	25.00	1½ T	1½ T	9	9	54	
Brockton (retort firemen), .	-	4.00	-	-	-	8	8	56	-
Fall River, . . . .	-	-	9 18.00- 31.00	1½ T	Reg.	8	8	56	-
Fall River (helpers), . . . .	-	-	9 18.00- 25.00	1½ T	Reg.	8	8	56	-
Holyoke, . . . .	.53½	-	-	-	-	8	8	56	-

<sup>1</sup> In plants running continuously, 8 hours a day; in other plants, 10 hours a day.<sup>2</sup> In some cases, Saturday half-holiday is in effect from 6 to 12 months.<sup>3</sup> Employed in industries not elsewhere specified.<sup>4</sup> Prevailing rate; no agreement establishing a minimum.<sup>5</sup> Helpers receive same rate.<sup>6</sup> Rate per month.<sup>7</sup> After eight hours at sea and nine hours at dock.<sup>8</sup> Night workers work seven nights, 63 hours a week.<sup>9</sup> Prevailing range of rates; no agreement establishing a minimum.

TABLE 15. MISCELLANEOUS TRADES—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Firemen, Stationary—Con.</b>									
<i>Firemen—Con.</i>									
Lynn:									
Boiler room firemen, . . .	-	\$3.45	-	1½ T	1½ T	8	8	56	-
Boiler room firemen's helpers, . . .	-	3.16	-	1½ T	1½ T	8	8	56	-
Firemen operating digger, . .	-	3.45	-	1½ T	1½ T	8	8	56	-
Firemen's helpers operating digger, . . .	-	3.05	-	1½ T	1½ T	8	8	56	-
Retort firemen:									
First year, . . .	-	3.00	-	1½ T	1½ T	8	8	56	-
After one year, . . .	-	3.45	-	1½ T	1½ T	8	8	56	-
North Adams, . . .	\$0.32	3.84	\$23.04	Reg.	1¼ T	12	12	72	-
Northampton:									
Firemen, . . .	-	3.50	-	-	-	8	8	56	-
Firemen (holding engineers' third class license), . . .	-	3.50	-	-	-	9½	4½	54	12
Retort firemen, . . .	1.50	4.00	-	-	-	8	8	56	-
Salem, <sup>1</sup> . . .	.50	4.00	{ <sup>2</sup> 24.00 28.00}	1½ T	1½ T	8	8	{ <sup>2</sup> 48 56}	-
Springfield, . . .	-	-	24.00	1½ T	2 T	{ <sup>3</sup> 8 10	{ <sup>3</sup> 8 10	{ <sup>3</sup> 48 60}	-
<i>Oilers.</i>									
Boston, . . .	-	-	27.00	1½ T	Reg.	8	8	48	-
Boston (marine), . . .	-	-	4 80.00	{ <sup>5</sup> \$0.60 \$0.60}	{ <sup>5</sup> \$0.60 \$0.60}	{ <sup>5</sup> 8 9	{ <sup>5</sup> 8 9	{ <sup>5</sup> 56 54}	-
Fall River, . . .	-	-	{ <sup>6</sup> 18.00- 25.00}	1½ T	Reg.	8	8	56	-
<i>Pumpmen (Marine).</i>									
Boston, . . .	-	-	4 85.00	5.60	5.60	{ <sup>8</sup> 8 9	{ <sup>8</sup> 8 9	{ <sup>8</sup> 56 54}	-
Boston (second), . . .	-	-	4 80.00	5.60	5.60	{ <sup>8</sup> 8 9	{ <sup>8</sup> 8 9	{ <sup>8</sup> 56 54}	-
<i>Water Tenders (Marine).</i>									
Boston, . . .	-	-	4 80.00	5.60	5.60	{ <sup>8</sup> 8 9	{ <sup>8</sup> 8 9	{ <sup>8</sup> 56 54}	-
<i>Wipers (Marine).</i>									
Boston, . . .	-	-	4 65.00	5.60	5.60	{ <sup>8</sup> 8 9	{ <sup>8</sup> 8 9	{ <sup>8</sup> 56 54}	-
<b>Fishermen.</b>									
Boston (beam trawler), . . .	-	-	7 40.00	-	-	-	-	-	-
Boston (beam trawler cooks), . .	-	-	4 110.00	-	-	-	-	-	-
<b>Fitters, Horse and Cattle.</b>									
Boston, . . .	.45	-	-	.65	.85	10	10	60	-
<b>Gas Inspectors.</b>									
<i>Foremen (Street Department).</i>									
Boston (gang), . . .	-	3.76	-	1½ T	1½ T	8	8	48	6
Boston (head), . . .	-	4.05	-	1½ T	1½ T	8	8	48	6
<i>Governor House Men.</i>									
Boston, . . .	-	3.03	-	1½ T	1½ T	8	8	48	6

<sup>1</sup> Prevailing rate; no agreement establishing a minimum.<sup>2</sup> Smaller rate is paid for six days' work a week; higher rate for seven days' work.<sup>3</sup> In plants running continuously, 8 hours a day; in other plants, 10 hours a day.<sup>4</sup> Rate per month.<sup>5</sup> After eight hours at sea and nine hours at dock.<sup>6</sup> Prevailing range of rates; no agreement establishing a minimum.<sup>7</sup> Rate per month; men also receive \$7 on each \$1,000 receipts.

TABLE 15. MISCELLANEOUS TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Gas Inspectors -- Con.</b>									
<i>Jobbers.</i>									
First year, . . . . .	—	\$2.50	—	1½ T	1½ T	8	8	48	6
Second year, . . . . .	—	3.00	—	1½ T	1½ T	8	8	48	6
Third year, . . . . .	—	3.76	—	1½ T	1½ T	8	8	48	6
<i>Stock Keepers.</i>									
Boston, . . . . .	—	4 25	—	1½ T	1½ T	8	8	48	6
<i>Street Men.</i>									
First year, . . . . .	—	2.25	—	1½ T	1½ T	8	8	48	6
Second year, . . . . .	—	2.50	—	1½ T	1½ T	8	8	48	6
Third year, . . . . .	—	3.00	—	1½ T	1½ T	8	8	48	6
<b>Glass Workers.</b>									
New Bedford:									
Cutters, . . . . .	\$0.30	2.70	\$15.00	1½ T	—	9	5	50	12
Engravers, . . . . .	—	—	15.00	—	—	9	5	50	12
Polishers, . . . . .	—	—	15.00	—	—	9	5	50	12
Ruffers, . . . . .	—	—	15.00	—	—	9	5	50	12
Smoothers, . . . . .	—	—	15.00	—	—	9	5	50	12
<b>Leather Workers.</b>									
<i>Bag Makers.</i>									
Boston:									
Apprentices, . . . . .	—	—	12.00	1½ T	1½ T	9	5	50	12
Bench workers, . . . . .	—	—	18.00	1½ T	1½ T	9	5	50	12
Cutters, . . . . .	—	—	25.00	1½ T	1½ T	9	5	50	12
Fitters, . . . . .	—	—	22.00	1½ T	1½ T	9	5	50	12
Framers, . . . . .	—	—	25.00	1½ T	1½ T	9	5	50	12
Operators, . . . . .	—	—	25.00	1½ T	1½ T	9	5	50	12
Operators, trimming, . . . . .	—	—	18.00	1½ T	1½ T	9	5	50	12
Stitchers, hand, . . . . .	—	—	23.00	1½ T	1½ T	9	5	50	12
<i>Box Makers.</i>									
Boston, . . . . .	—	—	21.00	1½ T	1½ T	9	5	50	12
<i>Horse Goods Workers.</i>									
Boston, . . . . .	—	—	21 00	1½ T	2 T	2 8½	2 7½	50	2 5
<i>Trunk Makers.</i>									
Boston:									
Boys, . . . . .	—	—	10.00	1½ T	1½ T	9	5	50	12
Girls, . . . . .	—	—	10.00	1½ T	1½ T	9	5	50	12
Lumpers, . . . . .	—	—	15.00	1½ T	1½ T	9	5	50	12
Painters, . . . . .	—	—	21.00	1½ T	1½ T	9	5	50	12
Stock cutters, . . . . .	—	—	22.00	1½ T	1½ T	9	5	50	12
Trunk makers, . . . . .	—	—	21.00	1½ T	1½ T	9	5	50	12
Valise makers, . . . . .	—	—	21.00	1½ T	1½ T	9	5	50	12
<b>Longshoremen.</b>									
<i>Cargo Workers.</i>									
Boston (Unions A, B, and C):									
Bulk cargo, day, . . . . .	.55	—	—	\$0.75	\$1.00	9	9	54	—
Bulk cargo, night, . . . . .	.75	—	—	.75	1.00	8½	8½	51	—
General cargo, day, . . . . .	.50	—	—	.75	1.00	9	9	54	—
General cargo, night, . . . . .	.75	—	—	.75	1.00	8½	8½	51	—
Grain cargo, day, . . . . .	.65	—	—	.75	1.00	9	9	54	—
Grain cargo, night, . . . . .	.75	—	—	.75	1.00	8½	8½	51	—
Sugar, molasses, orange, lemon, refrigerated, etc., cargoes, day, . . . . .	.60	—	—	.75	1.00	9	9	54	—
Sugar, molasses, orange, lemon, refrigerated, etc., cargoes, night, . . . . .	.75	—	—	.75	1.00	8½	8½	51	—

¹ No work permitted on Labor Day.

² During five months, work nine hours on five days and five hours on Saturday, 50 hours a week.

TABLE 15. MISCELLANEOUS TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Longshoremen — Con.</b>									
<i>Coal Handlers.</i>									
Boston,	—	\$2.75	—	1½ T	1½ T	9	9	54	—
<i>Coastwise Workers.</i>									
Boston (day),	\$0.48	—	—	\$0.70	1—	9	9	54	—
<i>Freight Handlers.</i>									
Boston,	—	2.90	—	1½ T Reg.	1½ T 2—	10	10	60	—
Boston (dock),	—	3.00	—	1½ T	2 T	10	9	59	—
Boston (railroad),	—	2.90	—	1½ T	1½ T	10	10	60	—
<i>Lumber Handlers and Checkers.</i>									
Boston,	.48	—	—	.70	1—	9	5	50	12
<b>Mattress Makers.</b>									
Boston:									
Fillers (first hand),	—	—	\$22.00	1½ T	1½ T	8	4	44	12
Fillers (second hand),	—	—	20.00	1½ T	1½ T	8	4	44	12
Tick cutters,	—	—	20.00	1½ T	1½ T	8	4	44	12
<b>Meter Workers.</b>									
Boston:									
Gas meter repairers,	.48	4.32	24.00	1½ T	1½ T	9	5	50	12
Meter adjusters,	.48	4.32	24.00	1½ T	1½ T	9	5	50	12
Painters,	.39	3.51	19.50	1½ T	1½ T	9	5	50	12
<b>Plumbers (Marine).</b>									
Quincy:									
Plumbers, marine,	.72½	—	—	1½ T	2 T	8	4	44	12
Fitters,	.72½	—	—	1½ T	2 T	8	4	44	12
Helpers,	.46	—	—	1½ T	2 T	8	4	44	12
<b>Rag Pickers and Sorters.</b>									
Chelsea,	—	—	322.00	—	—	—	—	52	—
<b>Rubber Workers.</b>									
Boston:									
Calendermen,	—	—	418.00	1½ T	1½ T	9½	5	52½	12
Calendermen's helpers,	—	—	414.00	1½ T	1½ T	9½	5	52½	12
Helpers, general,	—	—	412.00	1½ T	1½ T	9½	5	52½	12
Hose workers,	—	—	414.00	1½ T	1½ T	9½	5	52½	12
Mixers,	—	—	414.00	1½ T	1½ T	9½	5	52½	12
<b>Sail and Awning Makers.</b>									
Boston,	.62½	5.00	30.00	1½ T	1½ T	8	8	48	6
<b>Sailors.</b>									
Boston:									
Boatswains,	—	—	685.00	.60	\$0.60	7—	7—	7—	—
Boatswains' mates,	—	—	680.00	.60	.60	7—	7—	7—	—
Boys,	—	—	640.00	.60	.60	7—	7—	7—	—
Quartermasters,	—	—	677.50	.60	.60	7—	7—	7—	—
Sailors (able seamen),	—	—	675.00	.60	.60	7—	7—	7—	—
Sailors (ordinary seamen),	—	—	655.00	.60	.60	7—	7—	7—	—

<sup>1</sup> On Sundays, Christmas, July 4th, and Labor Day men receive 90 cents an hour; on other holidays, 70 cents.

<sup>2</sup> For seven hours on Sundays and holidays, men receive pay for 10-hour day.

<sup>3</sup> Prevailing rate; no agreement establishing a minimum.

<sup>4</sup> Prevailing rate in one establishment; no agreement establishing a minimum.

<sup>5</sup> During six months, work nine hours on four days, eight hours on one day, and four hours on Saturday.

<sup>6</sup> Rate per month.

<sup>7</sup> In port, 9 hours a day; at sea, alternately, 4 hours on duty and 4 hours off.

TABLE 15. MISCELLANEOUS TRADES — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Ship Carpenters.</b>									
Boston (Union A):									
Carpenters, . . . . .	-	-	<sup>1</sup> \$90.00	\$0.60	\$0.60	2 -	2 -	2 -	-
Carpenters' mates, . . . .	-	-	<sup>1</sup> 85.00	.60	.60	2 -	2 -	2 -	-
Boston (Union B):									
Calkers, wet dock, . . . .	-	\$5.60	-	2 T	2 T	8	4	44	12
Carpenters, . . . . .	-	5.60	-	2 T	2 T	8	4	44	12
<b>Ship Painters.</b>									
Boston, . . . . .	\$0.75	-	-	2 T	2 T	8	4	44	12
<b>Weavers, Elastic Goring.</b>									
Brockton, . . . . .	.30	-	-	-	-	9	5	50	12
Easthampton, . . . . .	.25	2.50	13.75	Reg.	Reg.	10	5	55	12

<sup>1</sup> Rate per month.<sup>2</sup> In port, 9 hours a day; at sea, alternately, 4 hours on duty and 4 hours off.

# B. PUBLIC SERVICE.

## TABLE 16. FEDERAL SERVICE.

[Compiled from information furnished by the Ordnance Department, United States Army.]

OCCUPATIONS.	RATES OF WAGES <sup>1</sup>				
	First Class	Second Class	Third Class	Fourth Class	Fifth Class
<b>United States Armory Employees, Springfield.</b>					
Annealers, . . . . .	\$3.12	—	—	—	—
Assemblers, . . . . .	3.60	\$3.12	—	—	—
Barrel drillers, . . . . .	3.60	—	—	—	—
Barrel reamers, . . . . .	3.52	—	—	—	—
Barrel riflers, . . . . .	3.92	3.60	—	—	—
Barrel rollers, . . . . .	3.60	—	—	—	—
Barrel straighteners, . . . . .	3.60	—	—	—	—
Barrel turners, . . . . .	3.12	2.88	—	—	—
Blacksmiths, . . . . .	4.80	4.16	—	—	—
Blacksmiths' helpers, . . . . .	3.12	—	—	—	—
Carpenters, . . . . .	4.80	4.56	\$4.16	—	—
Case hardeners, . . . . .	4.56	3.60	—	—	—
Chauffeurs, . . . . .	3.92	3.60	3.52	\$3.28	—
Die sinkers, . . . . .	5.76	5.44	5.12	4.72	—
Draftsmen, . . . . .	<sup>2</sup> 1,600.00	<sup>2</sup> 1,540.00	<sup>2</sup> 1,500.00	<sup>2</sup> 1,350.00	<sup>3</sup> \$1,300.00
Electricians, . . . . .	5.36	4.56	4.16	3.84	3.60
Engineers, . . . . .	5.12	4.80	4.56	4.32	—
Farmers, . . . . .	5.04	—	—	—	—
File cutters, . . . . .	4.80	—	—	—	—
Filers, . . . . .	3.92	3.60	3.52	3.12	2.16
Firemen, . . . . .	<sup>4</sup> 111.00	—	—	—	—
Foremen, . . . . .	7.76	7.44	7.12	5.36	—
Foremen, assistant, . . . . .	6.80	6.32	6.16	5.68	5.36
Forgers, drop, . . . . .	5.04	4.80	4.16	—	—
Forgers, drop (helpers), . . . . .	3.12	—	—	—	—
Gang bosses, . . . . .	5.68	5.60	5.36	5.04	<sup>5</sup> 4.80
Gauge makers, . . . . .	5.76	5.44	5.12	4.72	—
Guards, . . . . .	<sup>4</sup> 97.20	—	—	—	—
Harness makers, . . . . .	3.60	—	—	—	—
Inspectors, . . . . .	5.04	4.80	4.56	4.16	<sup>6</sup> 3.92
Inspectors, chief, . . . . .	7.12	6.32	—	—	—
Inspectors, outside, . . . . .	3.92	—	—	—	—
Laborers, common, . . . . .	2.80	—	—	—	—
Laborers, skilled, . . . . .	7.04	6.16	5.68	5.60	<sup>7</sup> 5.44
Machine operators, . . . . .	4.16	3.60	3.12	2.80	<sup>2</sup> 690.00
Machinists, . . . . .	5.44	5.12	4.72	4.56	<sup>8</sup> 4.40
Machinists' apprentices, . . . . .	1.60	—	—	—	—
Masons, . . . . .	4.80	4.56	—	—	—
Messenger boys, . . . . .	1.92	1.84	1.76	1.60	<sup>9</sup> 1.44
Millers, . . . . .	2.96	2.16	—	—	—
Millwrights, . . . . .	4.80	4.16	3.92	3.60	—
Oilers, . . . . .	3.12	2.96	—	—	—
Packers, . . . . .	4.16	3.60	3.52	—	—
Painters, . . . . .	4.16	3.92	—	—	—
Pipefitters, . . . . .	4.56	3.60	—	—	—
Platers, . . . . .	4.56	4.16	—	—	—
Plumbers, . . . . .	4.80	4.56	—	—	—
Polishers, . . . . .	4.16	3.92	3.60	3.52	3.12
Printers, . . . . .	3.60	—	—	—	—
Profilers, . . . . .	3.60	3.52	3.12	—	—
Punch press operators, . . . . .	3.52	—	—	—	—
Screw makers, . . . . .	5.36	4.56	4.40	4.16	<sup>10</sup> 3.52
Shavers, . . . . .	3.52	3.12	—	—	—
Stablemen, . . . . .	<sup>4</sup> 92.10	<sup>4</sup> 76.80	—	—	—
Steamfitters, . . . . .	4.56	—	—	—	—
Stockers, . . . . .	4.56	3.60	3.52	—	—
Storehouse keepers, . . . . .	6.16	4.56	—	—	—
Storehouse keepers, assistant, . . . . .	4.56	—	—	—	—
Teamsters, . . . . .	3.12	—	—	—	—
Telegraph operators, . . . . .	<sup>2</sup> 1,200.00	<sup>4</sup> 100.00	—	—	—
Telephone operators, . . . . .	<sup>2</sup> 815.00	—	—	—	—
Temperers, . . . . .	5.12	5.04	4.80	4.56	<sup>11</sup> 4.16
Tinners, . . . . .	4.56	3.60	—	—	—
Tool grinders, . . . . .	5.36	5.04	4.80	4.56	<sup>12</sup> 4.32
Tool makers, . . . . .	5.76	5.68	5.44	5.12	<sup>13</sup> 4.72
Watchmen, . . . . .	<sup>4</sup> 97.20	—	—	—	—
Woodworkers, . . . . .	4.16	3.92	3.60	—	—

<sup>1</sup> Rates shown are rates per day, except where otherwise specified. Hours of labor are 8 a day, 48 a week, with Saturday half-holiday during 3 (summer) months. <sup>2</sup> Rate per year. <sup>3</sup> Rate per year; sixth class, \$1,200.

<sup>4</sup> Rate per month. <sup>5</sup> Twelve classes in all; twelfth class (minimum), \$2.56.

<sup>6</sup> Thirteen classes in all; thirteenth class (minimum), \$2.32.

<sup>7</sup> Thirty-four classes in all; thirty-fourth class (minimum), \$1.92.

<sup>8</sup> Seven classes in all; sixth class, \$4.16; seventh class, \$3.92.

<sup>9</sup> Six classes in all; sixth class, \$3.12; seventh class, \$2.88.

<sup>10</sup> Six classes in all; sixth class, \$3.12; seventh class, \$2.88. <sup>11</sup> Sixth class, \$3.92.

<sup>12</sup> Eight classes in all; sixth class, \$4.16; seventh class, \$3.60; eighth class, \$3.52. <sup>13</sup> Sixth class, \$4.40.

TABLE 16. FEDERAL SERVICE — CONTINUED.

[Compiled from information furnished by Navy Yard Authorities.]

OCCUPATIONS.	RATES OF WAGES <sup>1</sup>		
	First Class	Second Class	Third Class
<b>United States Navy Yard Employees, Boston.</b>			
Apprentices, . . . . .	\$3.68	\$3.20	<sup>2</sup> \$2.72
Anglesmiths (heavy fires), . . . . .	7.04	6.64	6.00
Anglesmiths (other fires), . . . . .	5.76	5.36	4.72
Blockmakers, . . . . .	3.92	3.60	2.88
Boat builders, . . . . .	5.60	5.20	4.56
Boilermakers, . . . . .	5.60	5.36	4.56
Boilermakers' helpers, . . . . .	3.68	3.20	2.64
Boxmakers, . . . . .	4.16	3.84	3.12
Boys, . . . . .	2.00	1.60	.96
Calkers and chippers, iron, . . . . .	5.60	5.20	4.56
Calkers, wood, . . . . .	5.60	5.12	4.56
Carpenters, house, . . . . .	5.60	5.20	4.56
Chainmakers, . . . . .	6.00	5.52	4.96
Chauffeurs, . . . . .	3.60	3.12	2.56
Concrete workers, . . . . .	4.80	4.32	3.76
Coopers, . . . . .	4.32	4.00	3.28
Coppersmiths, . . . . .	5.76	5.36	4.72
Coppersmiths' helpers, . . . . .	3.68	3.20	2.64
Cranemen, . . . . .	4.80	4.56	3.76
Die sinkers, . . . . .	6.48	6.16	5.44
Dispensary attendants, . . . . .	3.20	2.72	2.16
Divers, . . . . .	<sup>3</sup> 6.00	—	—
Drillers, . . . . .	4.80	4.32	3.76
Electricians, . . . . .	5.60	5.12	4.56
Electricians, radio, . . . . .	6.64	6.16	5.60
Electricians, storage battery, . . . . .	6.88	—	5.84
Electricians' helpers, . . . . .	3.68	3.20	2.64
Engineers, . . . . .	5.20	4.72	4.16
Engineers (operating cranes over 3 tons), . . . . .	5.60	5.36	4.56
Firemen, . . . . .	4.00	3.76	2.96
Flange turners, . . . . .	6.00	5.52	4.96
Forgers, drop, . . . . .	5.60	5.28	4.56
Forgers, heavy, . . . . .	10.80	10.56	9.76
Forgers' helpers (heavy), . . . . .	4.40	—	3.36
Furnacemen (heaters), . . . . .	4.40	4.16	3.36
Galvanizers, . . . . .	4.32	3.92	3.28
Gardeners, . . . . .	3.44	3.20	2.40
Hammer runners, . . . . .	4.40	3.92	3.36
Helpers, general, . . . . .	3.68	3.20	2.64
Holders-on, . . . . .	4.00	3.68	2.96
Janitors, . . . . .	3.20	2.88	2.16
Joiners, ship, . . . . .	5.60	5.20	4.56
Laboratories' helpers, . . . . .	3.68	—	2.64
Laborers, common, . . . . .	3.20	2.88	2.16
Levelers, . . . . .	4.48	—	3.44
Loftsmen, . . . . .	6.64	6.40	5.60
Machinists, . . . . .	5.76	5.52	4.72
Machinists' helpers, . . . . .	3.68	3.20	2.64
Masons, brick, . . . . .	6.00	5.76	4.96
Masons, stone, . . . . .	6.00	5.76	4.96
Melters, . . . . .	4.80	4.56	3.76
Millmen, . . . . .	5.60	5.12	4.56
Millwrights, . . . . .	5.60	5.12	4.56
Molders, . . . . .	5.76	5.28	4.72
Molders' helpers, . . . . .	3.68	3.20	2.64
Oakum spinners, . . . . .	3.36	3.12	2.32
Operators, acetylene, . . . . .	5.20	4.80	4.16
Ordnance men, . . . . .	4.88	4.64	3.84
Packers, . . . . .	3.60	3.28	2.56
Painters, . . . . .	4.80	4.48	3.76
Painters' helpers, . . . . .	3.44	2.96	2.40
Pattern makers, . . . . .	6.00	5.60	4.96
Pavers, . . . . .	5.04	4.56	4.00
Pipefitters, . . . . .	5.76	5.28	4.72
Pipefitters' helpers, . . . . .	3.68	3.20	2.64
Plasterers, . . . . .	5.92	5.52	4.88

<sup>1</sup> Hours of labor are 8 a day, 48 a week, with Saturday half-holiday during 3 (summer) months. Rates of wage shown were in effect on July 1, 1918, but were revised on November 1, 1918.

<sup>2</sup> Fourth class, \$2.24 a day.

<sup>3</sup> Plus regular daily pay.



TABLE 16. FEDERAL SERVICE — CONTINUED.

OCCUPATIONS.	RATES OF WAGES		
	First Class	Second Class	Third Class
<b>United States Navy Yard Employees, Boston — Con.</b>			
Plumbers, house, . . . . .	\$5.76	\$5.36	\$4.72
Plumbers, ship, . . . . .	5.76	5.36	4.72
Polishers, buffers, and platers, . . . . .	5.60	5.12	4.56
Punchers and shearers, . . . . .	4.40	3.92	3.36
Riggers, . . . . .	5.04	4.72	4.00
Riggers' helpers, . . . . .	3.68	3.20	2.64
Riveters, . . . . .	5.60	5.12	4.56
Rivet heaters, . . . . .	3.04	2.56	2.00
Rope makers, . . . . .	4.48	4.24	3.44
Rope makers' helpers, . . . . .	3.68	3.20	2.64
Sail makers, . . . . .	5.28	4.88	4.24
Sand blasters, . . . . .	4.32	3.84	3.28
Saw filers, . . . . .	5.92	—	4.88
Sheet metal workers, . . . . .	5.60	5.20	4.56
Ship fitters, . . . . .	5.76	5.44	4.72
Ship fitters' helpers, . . . . .	3.68	3.20	2.64
Ship smiths (heavy fires), . . . . .	7.04	6.80	6.00
Ship smiths (other fires), . . . . .	5.76	5.52	4.72
Ship smiths' helpers, . . . . .	4.00	3.76	2.96
Shipwrights, . . . . .	5.60	5.20	4.56
Stable keepers, . . . . .	3.20	2.80	2.16
Stone cutters, . . . . .	5.04	4.64	4.00
Switchmen, . . . . .	3.76	3.52	2.72
Teamsters, . . . . .	3.52	3.20	2.48
Tool makers, . . . . .	6.24	6.00	5.20
Trackmen, . . . . .	4.00	3.76	2.96
Upholsterers, . . . . .	4.48	4.24	3.44
Wharf builders, . . . . .	5.04	4.56	4.00
Wheelwrights, . . . . .	4.56	4.08	3.52
Woodworkers' helpers, . . . . .	3.68	3.20	2.64

TABLE 16. FEDERAL SERVICE — CONTINUED.

[Compiled from information furnished by the Ordnance Department, United States Army.]

OCCUPATIONS.	RATES OF WAGES <sup>1</sup>				
	First Class	Second Class	Third Class	Fourth Class	Fifth Class
<b>Watertown Arsenal Employees.</b>					
Annealers, . . . . .	\$3.52	\$3.76	-	-	-
Armament foremen, . . . . .	<sup>2</sup> 2,400.00	-	-	-	-
Armament foremen, assistant, . . . . .	<sup>3</sup> 190.00	<sup>3</sup> 200.00	-	-	-
Blacksmiths (heavy fires), . . . . .	6.00	6.56	\$7.04	-	-
Blacksmiths (light fires), . . . . .	4.72	5.12	5.44	\$5.76	-
Blacksmiths (foremen), . . . . .	<sup>3</sup> 200.00	-	-	-	-
Blacksmiths' helpers, . . . . .	3.44	3.68	3.92	-	-
Carpenters, . . . . .	3.76	4.00	4.24	4.56	\$4.80
Carpenters' helpers, . . . . .	2.96	3.20	3.44	3.68	3.92
Chemists, . . . . .	<sup>2</sup> 1,540.00	<sup>2</sup> 2,500.00	-	-	-
Chippers, . . . . .	3.20	3.52	3.76	4.00	-
Coremakers, . . . . .	5.28	5.52	5.76	-	-
Cranemen, . . . . .	3.20	3.60	4.00	4.24	4.40
Draftsmen, . . . . .	{ <sup>4</sup> 1,400.00- 2,200.00 }	-	-	-	-
Draftsmen's apprentices, . . . . .	1.36	2.16	3.12	-	-
Electricians, . . . . .	4.00	4.40	4.80	5.20	5.60
Electricians' helpers, . . . . .	2.96	3.20	3.44	3.68	3.92
Engineers, chief, . . . . .	<sup>3</sup> 150.00	-	-	-	-
Engineers, locomotive, . . . . .	<sup>4</sup> 120.00	<sup>3</sup> 130.00	-	-	-
Engineers, locomotive (crane), . . . . .	<sup>3</sup> 120.00	<sup>3</sup> 130.00	-	-	-
Engineers, stationary, . . . . .	<sup>3</sup> 130.00	<sup>3</sup> 140.00	<sup>3</sup> 150.00	-	-
Firemen, . . . . .	<sup>3</sup> 90.00	<sup>3</sup> 100.00	<sup>3</sup> 110.00	-	-
Foremen, assistant, . . . . .	<sup>3</sup> 190.00	<sup>3</sup> 200.00	-	-	-
Foundry boys, . . . . .	1.28	1.52	1.76	-	-
Furnace helpers, . . . . .	2.96	3.20	3.44	3.68	3.92
Gang bosses, . . . . .	{ <sup>5</sup> 150.00- 190.00 }	-	-	-	-
Hardening shop foremen, . . . . .	<sup>2</sup> 1,620.00	-	-	-	-
Inspectors, assistant, . . . . .	{ <sup>5</sup> 140.00- 180.00 }	-	-	-	-
Inspectors, assistant (ordnance), . . . . .	{ <sup>5</sup> 140.00- 180.00 }	-	-	-	-
Inspectors, chief, . . . . .	<sup>2</sup> 2,760.00	-	-	-	-
Inspectors, shop, . . . . .	{ <sup>5</sup> 140.00- 180.00 }	-	-	-	-
Laboratory assistants, . . . . .	<sup>3</sup> 115.00	<sup>3</sup> 125.00	-	-	-
Laborers (foremen), . . . . .	<sup>2</sup> 1,252.00	-	-	-	-
Laborers, skilled, . . . . .	3.20	3.44	3.68	-	-
Laborers, unskilled, . . . . .	2.72	2.96	3.20	-	-
Machine operators, . . . . .	3.20	3.60	4.00	4.40	-
Machinists, . . . . .	4.72	5.12	5.44	5.76	-
Machinists' apprentices, . . . . .	1.20	1.84	2.80	-	-
Machinists, armament, . . . . .	4.72	5.12	5.44	5.76	-
Machinists (foremen), . . . . .	<sup>2</sup> 2,400.00	-	-	-	-
Machinists' helpers, . . . . .	2.96	3.20	3.44	3.68	3.92
Machinists, resident, . . . . .	4.72	5.12	5.44	5.76	-
Masons, . . . . .	5.60	-	-	-	-
Masons' helpers, . . . . .	2.96	3.20	3.44	3.68	3.92
Messenger boys, . . . . .	<sup>2</sup> 390.00	<sup>2</sup> 430.00	-	-	-
Molders, . . . . .	5.28	5.52	5.76	-	-
Molders, machine, . . . . .	3.44	3.68	4.00	-	-
Molders' apprentices, . . . . .	1.36	2.16	3.12	-	-
Molders (foremen), . . . . .	<sup>2</sup> 1,680.00	-	-	-	-
Molders' helpers, . . . . .	2.96	3.20	3.44	3.68	3.92
Office helpers, . . . . .	{ <sup>4</sup> 564.00- 900.00 }	-	-	-	-

<sup>1</sup> Rates of wages shown are rates per day except where otherwise specified, and were those in effect on July 1, 1918. Since that date the rates have been revised in a large number of instances and some new positions have been added. Salaries of officials receiving more than \$2,760 per annum are not shown. Eight hours constitutes a day's work for all mechanics, laborers, and workmen. Per diem employees are paid for each day upon which they render service and are paid, in addition, for all holidays. Employees whose pay is either annual or monthly are paid for thirty (30) days in each month, and, if called upon, are required to render service on each day.

<sup>2</sup> Rate per year.

<sup>3</sup> Rate per month.

<sup>4</sup> Rate per year; rates for different classes not specified.

<sup>5</sup> Rate per month; rates for different classes not specified.

TABLE 16. FEDERAL SERVICE — CONCLUDED.

OCCUPATIONS.	RATES OF WAGES				
	First Class	Second Class	Third Class	Fourth Class	Fifth Class
<b>Watertown Arsenal Employees</b>					
— Con.					
Oilers, . . . . .	\$2.96	\$3.20	\$3.44	\$3.68	\$3.92
Painters, . . . . .	3.60	4.00	4.40	—	—
Pattern makers, . . . . .	5.20	5.60	6.00	—	—
Plumbers, . . . . .	4.40	4.80	5.20	5.76	—
Plumbers' helpers, . . . . .	2.96	3.20	3.44	3.68	3.92
Polishers, . . . . .	4.00	—	—	—	—
Rate setters, . . . . .	<sup>1</sup> 155.00	<sup>1</sup> 170.00	<sup>1</sup> 185.00	—	—
Riggers, . . . . .	3.44	3.68	3.92	4.24	4.48
Screw makers, . . . . .	3.20	3.60	4.00	4.40	—
Steam hammer drivers, . . . . .	3.44	3.68	3.92	—	—
Storehouse keepers, . . . . .	<sup>2</sup> 1,590.00	—	—	—	—
Storehouse keepers, assistant, . . . . .	<sup>1</sup> 90.00	—	—	—	—
Teamsters, . . . . .	2.96	3.20	3.44	—	—
Tool grinders, . . . . .	3.20	3.60	4.00	4.40	—
Tool keepers, . . . . .	2.96	3.20	3.44	3.68	3.92
Tool makers, . . . . .	5.12	5.44	5.76	6.00	—
Tool makers (foremen), . . . . .	<sup>2</sup> 2,580.00	—	—	—	—
Toolsmiths, . . . . .	4.72	5.12	5.44	5.76	—
Woodworkers (foremen), . . . . .	<sup>2</sup> 2,400.00	—	—	—	—
Workmen, skilled, . . . . .	3.44	3.68	4.32	4.96	—

<sup>1</sup> Rate per month.<sup>2</sup> Rate per year.

TABLE 17. MUNICIPAL SERVICE.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
<b>Ambulance Drivers.</b>										
Boston,	\$0.43 <sup>8</sup> / <sub>8</sub>	\$3.50	\$21.00	Reg.	Reg.	8	8	48	—	
<b>Apparatus Repairers.</b>										
Boston,	—	4 00	24 00	—	—	8	8	48	—	
<b>Attendants.</b>										
Boston (bath department),	—	3.00	18.00	—	—	8	8	48	—	
<b>Blacksmiths.</b>										
Boston:										
Cemetery department,	—	4.00	—	—	—	8	4	44	12	
Highway department,	.50	4.00	24 00	1½ T	2 T	8	4	44	12	
Park employees,	—	4.00	24.00	—	—	8	4	44	12	
Paving department,	—	4.00	24.00	—	1½ T	8	4	44	12	
New Bedford,	.50	4.00	24.00	—	—	8½	5½	48	12	
Newton,	—	3.25	—	—	Reg.	8	8	48	6	
Somerville,	—	3.50	—	—	—	8	4	44	12	
<b>Blacksmiths' Helpers.</b>										
New Bedford,	.40 <sup>5</sup> / <sub>8</sub>	3.25	19.50	—	—	8½	5½	48	12	
<b>Calkers.</b>										
Somerville (pipe),	—	3.00	—	—	—	8	4	44	12	
<b>Carpenters.</b>										
Boston:										
Bath department,	—	4.00	24 00	—	—	8	8	48	—	
Highway department,	.50	4.00	24.00	1½ T	2 T	8	4	44	12	
Metropolitan park department,	—	4.23½	25.41	—	Reg.	8	4	44	12	
Park department,	—	4.00	—	—	—	8	4	44	12	
Paving department,	—	4.00	24.00	—	1½ T	8	4	44	12	
New Bedford,	.50	4.00	24.00	—	—	8½	5½	48	12	
Newton,	—	3.75	—	—	Reg.	8	8	48	6	
		4.00	—	—	—					
Somerville,	—	2.75	—	—	—	8	4	44	12	
		3 50	—	—	—					
<b>Chauffeurs.</b>										
Boston:										
Chauffeurs (first class),	—	—	21.00	1 —	1 —	8	4	44	12	
Metropolitan park department,	.49 <sup>3</sup> / <sub>10</sub>	3.93½	23.61	Reg.	Reg.	8	4	44	12	
Park department,	—	3.50	—	—	—	8	4	44	12	
Newton,	—	3.25	—	—	Reg.	8	8	48	6	
<b>Custodians.</b>										
Boston (bath department),	—	4.00	24 00	—	—	8	8	48	—	
Springfield (school department),	—	—	2 15 40	Reg.	Reg.	8	5	48	12	
<b>Drawtenders.</b>										
Boston:										
Drawtenders,	—	—	4 26.85	—	—	8	8	56	—	
Drawtenders (first assistant),	—	—	4 23.01	—	—	8	8	56	—	
Drawtenders (second assistant),	—	—	4 21.09	—	—	8	8	56	—	
Drawtenders (Bridge Commission),	—	—	5 1,300.00	—	—	8	8	56	—	

<sup>1</sup> Allowed time off for any overtime worked.<sup>2</sup> Minimum rate; rates range as high as \$23; majority receive \$18 and \$21.<sup>3</sup> Work three hours on Sunday.<sup>4</sup> Rate per week on the basis of annual salary (52 weeks).<sup>5</sup> Rate per year.

TABLE 17. MUNICIPAL SERVICE — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Drawtenders — Con.</b>									
Boston — Con.									
Drawtenders, assistant, (Bridge Commission),	-	-	\$1,100.00	-	-	8	8	56	-
Drawtenders (Massachusetts Highway Commission),	-	-	1,300.00	-	-	8	8	48	-
Drawtenders, first assistant (Massachusetts Highway Commission),	-	-	1,100.00	-	-	8	8	48	-
Drawtenders, second assistant (Massachusetts Highway Commission),	-	-	940.00	-	-	8	8	48	-
Drawtenders, assistant (Metropolitan Park Commission),	-	-	1,210.00	-	-	8	4	44	12
Cambridge,	-	-	1,300.00	-	-	8	8	48	-
Cambridge (assistant),	-	-	1,100.00	-	-	8	8	48	-
<b>Drillers.</b>									
New Bedford (hand),	\$0 40 <sup>5</sup> / <sub>8</sub>	\$3 25	19.50	-	-	8 <sup>1</sup> / <sub>2</sub>	5 <sup>1</sup> / <sub>2</sub>	48	12
New Bedford (steam),	.43 <sup>3</sup> / <sub>4</sub>	3 50	21.00	-	-	8 <sup>1</sup> / <sub>2</sub>	5 <sup>1</sup> / <sub>2</sub>	48	12
Newton,	-	3 25	-	-	Reg.	8	8	48	6
<b>Engineers, Stationary.</b>									
Boston (cemetery department),	-	4.00	-	-	-	8	4	44	12
Lowell,	-	-	27.50	-	-	8	8	48	-
New Bedford,	-	-	27.00	Reg.	-	8	4	44	12
Somerville,	-	3.00	-	-	-	8	4	44	12
Wellesley,	-	3.75 4.75	-	1 <sup>1</sup> / <sub>2</sub> T	1 <sup>1</sup> / <sub>2</sub> T	9	5	50	12
<b>Foremen.</b>									
Boston:									
Cemetery department (teamsters),	-	3 50	-	-	-	8	4	44	12
Highway department,	-	-	2 34.62	-	-	8	4	44	12
Highway department (sub-foremen),	.56	4 48	26.85	-	-	8	4	44	12
Metropolitan park department,	-	4 23 <sup>1</sup> / <sub>2</sub>	25.41	-	Reg.	8	4	44	12
Park employees,	-	4.00	24.00	-	-	8	4	44	12
Park department,	-	-	11,500.00	-	-	8	4	44	12
Lynn,	.62	4.96	27.28	-	-	8	4	44	12
New Bedford (sewer department),	.62 <sup>1</sup> / <sub>2</sub>	5.00	30.00	-	-	8 <sup>1</sup> / <sub>2</sub>	5 <sup>1</sup> / <sub>2</sub>	48	12
New Bedford (street department),	.56 <sup>1</sup> / <sub>4</sub>	4.50	27.00	-	-	8 <sup>1</sup> / <sub>2</sub>	5 <sup>1</sup> / <sub>2</sub>	48	12
Newton:									
Forestry department,	-	3.75	-	-	Reg.	8	8	48	6
Highway department,	-	3.75	-	-	Reg.	8	8	48	6
Sewer department,	-	4.00	-	-	Reg.	8	8	48	6
Revere,	.41 <sup>2</sup> / <sub>3</sub>	3 33 <sup>1</sup> / <sub>4</sub>	20.00	Reg.	Reg.	8	8	48	6
Somerville,	-	4.00	-	-	-	8	4	44	12
Somerville (sub-foremen),	-	3.00	-	-	-	8	4	44	12
Waltham,	-	3.25	19.50	1 <sup>1</sup> / <sub>2</sub> T	1 <sup>1</sup> / <sub>2</sub> T	8	8	48	6
Watertown,	-	-	28.00	Reg.	Reg.	8	4	44	12
Winchester:									
First class,	-	-	25.00	-	-	8 <sup>3</sup> / <sub>4</sub>	5	48	12
Second class,	-	-	22.50	-	-	8 <sup>3</sup> / <sub>4</sub>	5	48	12
Stablemen,	-	-	18.00	-	-	8 <sup>3</sup> / <sub>4</sub>	5	48	12
Street sweepers,	.37 <sup>1</sup> / <sub>2</sub>	3.00	18.00	1 <sup>1</sup> / <sub>2</sub> T	2 T	8 <sup>3</sup> / <sub>4</sub>	5	48	12
Teamsters,	-	-	19.50	-	-	8 <sup>3</sup> / <sub>4</sub>	5	48	12
Tree department,	.46 <sup>7</sup> / <sub>8</sub>	3.75	-	-	-	8 <sup>3</sup> / <sub>4</sub>	5	48	12
Woburn,	.43 <sup>3</sup> / <sub>4</sub>	3.50	21.00	1 <sup>1</sup> / <sub>2</sub> T	1 <sup>1</sup> / <sub>2</sub> T	8	8	48	4

<sup>1</sup> Rate per year.<sup>2</sup> Rate per week on the basis of annual salary (52 weeks).<sup>3</sup> Plus \$120 yearly rental.

TABLE 17. MUNICIPAL SERVICE — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Gardeners and Assistants.</b>									
Boston (cemetery department), . . . . .	-	\$3 50	-	-	-	8	4	44	12
Newton, . . . . .	-	3 12	-	-	Reg.	8	8	48	6
<b>Gatemen (Ferry).</b>									
Boston, . . . . .	-	-	\$23 01	-	-	8	8	48	-
Boston (ferry deckhands), . . . . .	-	-	18.00	-	-	8	8	48	-
<b>Grave Diggers.</b>									
Boston (cemetery department), . . . . .	-	3.00	-	-	-	8	4	44	12
<b>Harness Makers.</b>									
Somerville, . . . . .	-	3.50	-	-	-	8	4	44	12
<b>Horse Shoers.</b>									
Somerville, . . . . .	-	3 50	-	-	-	8	4	44	12
<b>Inspectors.</b>									
Boston:									
Metropolitan park department, . . . . .	-	4.23½	25.41	-	Reg.	8	4	44	12
Sanitary and street cleaning department, . . . . .	-	-	24.93	-	-	8	8	48	1-
Sewer department (construction), . . . . .	-	-	30.10	-	-	9	9	54	-
Sewer department (maintenance), . . . . .	-	-	25.00	-	-	9	9	54	-
Street oiling and watering department, . . . . .	-	-	24.93	-	-	8	8	56	1-
<b>Iron Workers.</b>									
Boston (park employees), . . . . .	-	4.00	24.00	-	-	8	4	44	12
<b>Laborers.</b>									
Arlington, . . . . .	\$0.40½	3.25	19.50	1½ T	2 T	8	4	44	12
Boston:									
Cemetery department, . . . . .	-	3.00	-	-	-	8	4	44	12
Highway department, . . . . .	.37½	3.00	18.00	1½ T	2 T	8	4	44	12
Metropolitan park department, . . . . .	-	3.02½	18.15	-	-	8	4	44	12
Park department, . . . . .	.37½	3.00	18.00	Reg.	Reg.	8	4	44	12
Paving department, . . . . .	-	-	18.00	-	1½ T	8	4	44	12
Brockton, <sup>2</sup> . . . . .	.43¼	3.50	21.00	1½ T	2 T	8	4	44	12
Chelsea, . . . . .	.37½	3.00	18.00	Reg.	Reg.	8	4	44	12
Everett, . . . . .	.37½	3.00	18.00	Reg.	Reg.	8	4	44	12
Lowell:									
Laborers, . . . . .	-	3.00	-	-	-	8	4	44	12
Laborers (paving), . . . . .	.46⅞	3.75	22.50	1½ T	2 T	8	4	44	12
Laborers (underground sewer work), . . . . .	-	3.25	-	-	-	8	4	44	12
Lynn, . . . . .	.47½	3.81½	21.00	-	-	8	4	44	12
Medford, . . . . .	.37½	3.00	18.00	Reg.	-	8	4	44	12
Melrose, . . . . .	-	3.25	19.50	-	-	8	8	48	4
Nahant, . . . . .	.37½	3.00	18.00	-	-	8	4	44	12
New Bedford, . . . . .	.37½	3.00	18.00	-	-	8½	5½	48	12
Newton, . . . . .	-	3.00	-	-	Reg.	8	8	48	6
Newton (skilled), . . . . .	-	3 36	-	-	Reg.	8	8	48	6
Revere, . . . . .	.37½	3.00	18.00	Reg.	Reg.	8	8	48	6
Salem, . . . . .	-	3.00	18.00	1½ T	1½ T	8	4	44	12
Somerville, . . . . .	-	3.00	18.00	-	-	8	4	44	12

<sup>1</sup> Employees are granted Saturday half-holiday when weather and working conditions permit.<sup>2</sup> Same rate applies to water, sewer, highway, and drainage departments.<sup>3</sup> If employees work two or three hours, they are paid a day's pay.

TABLE 17. MUNICIPAL SERVICE — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Laborers — Con.</b>									
Taunton, . . . . .	\$0 37½	\$3.00	\$18.00	1½ T	2 T	8	4	44	12
Waltham, . . . . .	—	2.75	16.50	1½ T	1½ T	8	8	48	6
Watertown, . . . . .	—	—	19.50	Reg.	Reg.	8	4	44	12
Wellesley, . . . . .	.33½	3.00	18.00	1½ T	1½ T	9	5	50	12
Winchester, . . . . .	.37½	3.00	18.00	1½ T	2 T	8½	5	48	12
Woburn, . . . . .	.37½	3.00	18.00	1½ T	1½ T	8	8	48	4
Worcester, . . . . .	—	3.00	—	—	—	2 S	2 S	48	2 4
<b>Lead Workers.</b>									
Somerville, . . . . .	—	3.00	—	—	—	8	4	44	12
<b>Mechanics.</b>									
Boston:									
Metropolitan park department, . . . . .	.49¾	3.93½	23.61	Reg.	Reg.	8	4	44	12
Park employees, . . . . .	—	4.00	24.00	—	—	8	4	44	12
Medford, . . . . .	.40	3.20	19.20	Reg.	—	8	4	44	12
Waltham, . . . . .	—	3.00	18.00	1½ T	1½ T	8	8	48	6
<b>Painters.</b>									
Boston:									
Painters, . . . . .	—	4.00	24.00	—	—	8	8	48	—
Painters (metropolitan park department), . . . . .	—	3.63	21.78	—	Reg.	8	4	44	12
Painters (park department), . . . . .	—	4.00	—	—	—	8	4	44	12
Somerville, . . . . .	—	3.75	—	—	—	8	4	44	12
<b>Pavers.</b>									
Boston:									
Pavers, <sup>4</sup> . . . . .	.75	6.00	33.00	1½ T	1½ T	8	4	44	12
Pavers (highway department), . . . . .	.50	4.00	24.00	1½ T	2 T	8	4	44	12
Pavers (paving department), . . . . .	—	—	24.00	—	1½ T	8	4	44	12
Lowell (block and cobble), . . . . .	.62½	5.00	30.00	1½ T	2 T	8	4	44	12
New Bedford (block and cobble), . . . . .	.50	4.00	24.00	—	—	8½	5½	48	12
<b>Rammermen.</b>									
Boston (highway department), . . . . .	.405	3.25	19.50	1½ T	2 T	8	4	44	12
Lowell, . . . . .	.50	4.00	24.00	1½ T	2 T	8	4	44	12
<b>Stablemen.</b>									
Boston:									
Cemetery department, . . . . .	—	3.00	—	—	—	8	4	44	12
Metropolitan park department, . . . . .	—	3.32½	19.97	—	Reg.	8	4	44	12
Sanitary and street cleaning department (Union A), . . . . .	—	3.00	18.00	1½ T	—	8	4	44	12
Chelsea, . . . . .	.37½	3.00	18.00	Reg.	Reg.	8	4	44	12
Lynn, . . . . .	.478½	3.819½	21.00	—	—	8	4	44	12
Melrose, . . . . .	—	3.25	19.50	—	—	8	8	48	4
Somerville, . . . . .	—	3.00	18.00	—	—	8	4	44	12
Winchester, . . . . .	.37½	3.00	18.00	1½ T	2 T	8½	5	48	12
Woburn, . . . . .	.37½	3.00	18.00	1½ T	1½ T	8	8	48	4
<b>Steam Roller Men.</b>									
Boston (paving department), . . . . .	—	—	25.00	—	1½ T	8	4	44	12
Brockton (engineers), . . . . .	—	—	27.50	2 T	2 T	8	4	44	12
New Bedford (engineers), . . . . .	—	—	27.00	Reg.	—	8	4	44	12

<sup>1</sup> Union has no agreement with city, but \$3 is the understood minimum for laborers in the street, sewer, water, and park departments.

<sup>2</sup> During four months, work nine hours on four days, eight hours on one day, and four hours on Saturday.

<sup>3</sup> If employees work two or three hours, they are paid a day's pay.

<sup>4</sup> Includes wood block paving, brick paving on streets and sidewalks, granite paving, and flag laying.

TABLE 17. MUNICIPAL SERVICE — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
<b>Steam Roller Men — Con.</b>										
Salem (engineers),	1 80 75	—	\$27.50	2 T	2 T	8	4	44	12	
Winchester (engineers),	—	\$4.162 <sup>3</sup>	25.00	1 <sup>1</sup> / <sub>2</sub> T	2 T	8 <sup>3</sup> / <sub>4</sub>	5	48	12	
Winchester (flagmen),	37 <sup>1</sup> / <sub>2</sub>	3.00	18.00	1 <sup>1</sup> / <sub>2</sub> T	2 T	8 <sup>3</sup> / <sub>4</sub>	5	48	12	
<b>Stone Cutters.</b>										
Boston (highway department),	.50	4.00	24.00	1 <sup>1</sup> / <sub>2</sub> T	2 T	8	4	44	12	
<b>Street Sweepers.</b>										
Winchester,	31 <sup>1</sup> / <sub>4</sub>	2.50	15.00	1 <sup>1</sup> / <sub>2</sub> T	2 T	8 <sup>3</sup> / <sub>4</sub>	5	48	12	
<b>Teamsters.</b>										
Arlington,	40 <sup>5</sup> / <sub>8</sub>	3.25	19.50	1 <sup>1</sup> / <sub>2</sub> T	2 T	8	4	44	12	
Boston:										
Cemetery department,	—	3.00	—	—	—	8	4	44	12	
Metropolitan park department,	—	3.32 <sup>3</sup> / <sub>4</sub>	19.97	—	Reg.	8	4	44	12	
Park department,	37 <sup>1</sup> / <sub>2</sub>	3.00	18.00	Reg.	Reg.	8	4	44	12	
Sanitary and street cleaning department (single and double),	37 <sup>1</sup> / <sub>2</sub>	3.00	18.00	—	2 T	8	4	44	12	
Brockton,	—	—	21.00	Reg.	2 T	8	4	44	12	
Chelsea (single and double),	37 <sup>1</sup> / <sub>2</sub>	3.00	18.00	Reg.	Reg.	8	4	44	12	
Lowell (Union A) (single and double),	—	3.50	21.00	1 <sup>1</sup> / <sub>2</sub> T	2 T	8	4	44	12	
Lowell (Union B),	—	3.25	—	—	—	8	4	44	12	
Lynn (single),	—	—	22.00	—	—	8	4	44	12	
Lynn (double),	—	—	23.00	—	—	8	4	44	12	
Malden (single and double),	37 <sup>1</sup> / <sub>2</sub>	3.00	18.00	—	—	8	4	44	12	
Melrose (single),	—	3.25	19.50	1 <sup>1</sup> / <sub>2</sub> T	2 T	8	8	48	4	
Melrose (double),	—	—	21.00	1 <sup>1</sup> / <sub>2</sub> T	2 T	8	8	48	4	
New Bedford (single and double),	37 <sup>1</sup> / <sub>2</sub>	3.00	18.00	—	—	8 <sup>1</sup> / <sub>2</sub>	5 <sup>1</sup> / <sub>2</sub>	48	12	
Newton,	—	3.00	—	—	Reg.	8	8	48	6	
Revere,	37 <sup>1</sup> / <sub>2</sub>	3.00	18.00	Reg.	Reg.	8	8	48	6	
Somerville,	—	3.00	18.00	—	—	8	4	44	12	
Waltham,	—	3.00	18.00	1 <sup>1</sup> / <sub>2</sub> T	1 <sup>1</sup> / <sub>2</sub> T	8	8	48	6	
Watertown,	—	—	19.50	Reg.	Reg.	8	4	44	12	
Wellesley,	33 <sup>1</sup> / <sub>4</sub>	3.00	18.00	1 <sup>1</sup> / <sub>2</sub> T	1 <sup>1</sup> / <sub>2</sub> T	9	5	50	12	
Winchester,	37 <sup>1</sup> / <sub>2</sub>	3.00	18.00	1 <sup>1</sup> / <sub>2</sub> T	2 T	8 <sup>3</sup> / <sub>4</sub>	5	48	12	
Woburn,	40 <sup>5</sup> / <sub>8</sub>	3.25	19.50	1 <sup>1</sup> / <sub>2</sub> T	1 <sup>1</sup> / <sub>2</sub> T	8	8	48	4	
<b>Teamsters' Helpers.</b>										
Boston (sanitary and street cleaning department, Union A),	37 <sup>1</sup> / <sub>2</sub>	3.00	18.00	—	2 T	8	4	44	12	
Chelsea,	37 <sup>1</sup> / <sub>2</sub>	3.00	18.00	Reg.	Reg.	8	4	44	12	
Lowell (Union A),	—	3.50	21.00	1 <sup>1</sup> / <sub>2</sub> T	2 T	8	4	44	12	
Lowell (Union B),	—	3.25	—	—	—	8	4	44	12	
Malden,	37 <sup>1</sup> / <sub>2</sub>	3.00	18.00	—	—	8	4	44	12	
New Bedford (single and double),	37 <sup>1</sup> / <sub>2</sub>	3.00	18.00	—	—	8 <sup>1</sup> / <sub>2</sub>	5 <sup>1</sup> / <sub>2</sub>	48	12	
Revere,	37 <sup>1</sup> / <sub>2</sub>	3.00	18.00	Reg.	Reg.	8	8	48	6	
Somerville,	—	3.00	18.00	—	—	8	4	44	12	
Winchester,	37 <sup>1</sup> / <sub>2</sub>	3.00	18.00	1 <sup>1</sup> / <sub>2</sub> T	2 T	8 <sup>3</sup> / <sub>4</sub>	5	48	12	
<b>Tree Climbers.</b>										
Newton,	—	3.50	—	—	Reg.	8	8	48	6	
Waltham,	—	3.25	—	1 <sup>1</sup> / <sub>2</sub> T	1 <sup>1</sup> / <sub>2</sub> T	8	8	48	6	
Winchester,	40 <sup>5</sup> / <sub>8</sub>	3.25	19.50	2 T	2 T	8 <sup>3</sup> / <sub>4</sub>	5	48	12	
<b>Tree Men.</b>										
Boston (cemetery department),	—	3.50	—	—	—	8	4	44	12	
<b>Yardmen.</b>										
Boston (highway department),	40 <sup>5</sup> / <sub>8</sub>	3.25	19.50	1 <sup>1</sup> / <sub>2</sub> T	2 T	8	4	44	12	

<sup>1</sup> Broken time rate.<sup>2</sup> Receive \$21 and, when they care for horses, men receive \$1 for single teams and \$2 for double teams, additional.



## C. STEAM AND ELECTRIC RAILWAY SERVICE.

## STEAM RAILROAD SERVICE.

*Introductory Note.* — The information presented in the following table (Table 18) has reference to those occupations, only, which are peculiar to railroad service and which relate primarily to the operation of trains. The rates of wages and hours of labor as in effect on July 1, 1918, appear in the table. Certain general changes which have taken place since that date have been discussed in notes accompanying the respective groups of occupations to which they severally refer.

It is the custom of the steam railroad companies operating within this Commonwealth to issue from time to time printed "Rules," applicable to employees in the several branches of service, showing the rates of pay, hours of labor, and other conditions of employment. These printed rules virtually constitute written agreements between the companies and their employees. Owing to the varying nature of the several branches of service it is exceedingly difficult to present in one uniform tabular statement the essential items of information contained in these schedules. Thus, conductors, trainmen, locomotive engineers, and locomotive firemen receive compensation based on mileage covered, but certain minimum rates of wages an hour, day, or month are guaranteed. For employees engaged in station and other local service the rates of pay and hours of labor vary according to local conditions. The hours of labor of those who are actually employed in the movement of trains, including conductors, locomotive engineers, locomotive firemen, trainmen, and telegraph operators, are regulated by Federal law.

In view of the foregoing considerations it was deemed advisable to present the information in a series of tabular statements, each of which has been so devised as to bring out the essential facts with reference to the several occupations considered therein. Data with reference to steam railroad employees are presented for four railway systems operated in part or wholly in Massachusetts, designated by capital letters as follows: (A) Boston and Albany Railroad, (B) New York, New Haven, and Hartford Railroad, (C) Boston and Maine Railroad, (D) Boston, Revere Beach, and Lynn Railroad, and for the South Terminal, Boston. It will be observed that the rates of pay and hours of labor applicable to employees in train and yard service are quite uniform for three of the railroad systems considered. Attention is called to the fact that the rates of pay and hours of labor applicable to railroad employees are not confined merely to those portions of the several railroad systems which are within the confines of the Commonwealth, but apply likewise to the entire systems.

TABLE 18. STEAM RAILROAD SERVICE.  
OPERATION OF TRAINS.

BRANCHES OF SERVICE AND OCCUPATIONS.	RATES OF WAGES			OVER- TIME Hourly Rates of Wages	EMERGENCY SERVICE			STANDARD WORK DAY	
	Mileage Rates	Guar- anteed Daily Rates	Guar- anteed Monthly Rates		One Hour or Less	From One to Four Hours	Over Four Hours	Miles	Hours
<b>Conductors, Trainmen, and Yardmen.</b>									
<i>Baggagemen, Passenger.</i>									
Railroads A and B, . . . .	\$0 .0228	\$3.87	\$116.20	Reg.	Reg.	\$1.93½	\$3.87	167	8
Railroad C, . . . .	.0228	3.87	<sup>1</sup> 108.36	Reg.	Reg.	1.93½	3.87	170	8
Railroad D, . . . .	-	4.041	-	\$0.50½	-	-	-	-	8
<i>Brakemen, Local Freight, Pick- up, and Drop Service.</i>									
Railroads A, B, and C, . . .	.0419	4.19	-	Reg.	-	-	-	100	8
<i>Brakemen, Milk Train.</i>									
Railroads A and B, . . . .	.0264	4.25	-	Reg.	-	-	-	-	8
<i>Brakemen, Passenger.</i>									
Railroads A and B, . . . .	.0223	3.62	108.57	Reg.	-	-	-	160	8
Railroad C, . . . .	.0223	3.62	<sup>1</sup> 101.36	Reg.	-	-	-	162	8
Railroad D, . . . .	-	3.83½	-	.48	-	-	-	-	8
<i>Brakemen, Through and Irregu- lar Freight, etc.</i>									
Railroads A, B, and C, . . .	.0372	3.72	-	Reg.	-	-	-	100	8
<i>Brakemen, Yard.</i>									
Railroads A and B (day), . .	-	<sup>2</sup> 4.77	-	Reg.	-	-	-	-	8
Railroads A and B (night), .	-	4.94	-	Reg.	-	-	-	-	8
Railroad C (day), . . . .	<sup>3</sup> .57½	4.60	-	Reg.	-	-	-	-	8
	.58¾	4.70	-	Reg.	-	-	-	-	8
	.59¾	4.77	-	Reg.	-	-	-	-	8
	.59¾	4.77	-	Reg.	-	-	-	-	8
Railroad C (night), . . . .	.60¾	4.85	-	Reg.	-	-	-	-	8
	.61¾	4.94	-	Reg.	-	-	-	-	8
<i>Conductors, Local Freight, Pick- up, and Drop Service.</i>									
Railroads A, B, and C, . . .	.0542	5.42	-	Reg.	-	-	-	160	8
<i>Conductors, Milk Train.</i>									
Railroads A and B, . . . .	.0335	5.38	-	Reg.	-	-	-	155	8
<i>Conductors, Passenger.</i>									
Railroads A and B, . . . .	.0335	5.38	161.50	Reg.	-	-	-	155	8
Railroad C, . . . .	.0335	5.38	<sup>1</sup> 150.64	Reg.	-	-	-	160	8
Railroad D, . . . .	-	5.37½	-	.68	-	-	-	-	8
<i>Conductors, Through and Irregu- lar Freight.</i>									
Railroads A, B, and C, . . .	.0482	4.82	-	Reg.	-	-	-	100	8
<i>Conductors, Yard.</i>									
Railroads A and B (day), . .	-	<sup>5</sup> 5.03	-	Reg.	-	-	-	-	8
Railroads A and B (night), .	-	5.20	-	Reg.	-	-	-	-	8
Railroad C (day), . . . .	<sup>3</sup> .60¾	4.85	-	Reg.	-	-	-	-	8
	.61¾	4.94	-	Reg.	-	-	-	-	8
	.63¾	5.03	-	Reg.	-	-	-	-	8
	.63	5.03	-	Reg.	-	-	-	-	8
Railroad C (night), . . . .	.64	5.11	-	Reg.	-	-	-	-	8
	.65	5.20	-	Reg.	-	-	-	-	8
<i>Conductors, Assistant, Passenger.</i>									
Railroads A and B, . . . .	.0265	4.59	137.70	Reg.	-	-	-	155	8
Railroad C, . . . .	.0288½	4.62	<sup>1</sup> 129.36	Reg.	-	-	-	160	8

<sup>1</sup> Twenty-eight day guarantee.<sup>2</sup> Special rate in Palmer yard only, \$4.60 per day; no change in night rate.<sup>3</sup> Hourly rates; paid different rates according to location of yard.<sup>4</sup> If called on time off, get one-half day's pay for four hours or less; whole day's pay for any time over four hours.<sup>5</sup> Special rate in Palmer yard only, \$4.85 per day; no change in night rate.

TABLE 18. STEAM RAILROAD SERVICE — CONTINUED.  
OPERATION OF TRAINS — Continued.

BRANCHES OF SERVICE AND OCCUPATIONS.	RATES OF WAGES			OVER- TIME	EMERGENCY SERVICE			STANDARD WORK DAY	
	Mileage Rates	Guar- anteed Daily Rates	Guar- anteed Monthly Rates		One Hour or Less	From One to Four Hours	Over Four Hours	Miles	Hours
<b>Conductors, Trainmen, and Yardmen — Con.</b>									
<i>Flagmen or Rear Trainmen, Local Freight, Pick-up, and Drop Service.</i>									
Railroads A, B, and C, . . .	\$0.0419	\$4.19	-	Reg.	-	-	-	100	8
<i>Flagmen or Rear Trainmen, Milk Train.</i>									
Railroad A, . . . . .	.0269	4.25	-	Reg.	-	-	-	163	8
<i>Flagmen or Rear Trainmen, Passenger.</i>									
Railroads A and B, . . . .	.0223	3.62	\$108.57	Reg.	-	-	-	160	8
Railroad C, . . . . .	.0223	3.67	<sup>1</sup> 102.76	Reg.	-	-	-	164	8
<i>Flagmen or Rear Trainmen, Through and Irregular Freight.</i>									
Railroads A, B, and C, . . .	.0372	3.72	-	Reg.	-	-	-	100	8

<sup>1</sup> Twenty-eight day guarantee.

TABLE 18. STEAM RAILROAD SERVICE — CONTINUED.

## OPERATION OF TRAINS — Continued.

BRANCHES OF SERVICE AND OCCUPATIONS.	RATES OF WAGES			STANDARD WORK DAY	
	Per Day	OVERTIME		Miles	Hours
		Hour	Mileage Rates (Pro Rate over 100 Miles)		
<b>Engineers, Locomotive.</b>					
<i>Local Freight.</i>					
Railroads A and B:					
Less than 80,000 pounds, . . . . .	\$5.78	Reg.	\$0.0578	100	8
80,000 to 100,000 pounds, . . . . .	5.78	Reg.	.0578	100	8
100,000 to 140,000 pounds, . . . . .	5.78	Reg.	.0578	100	8
140,000 to 170,000 pounds, . . . . .	5.89	Reg.	.0589	100	8
170,000 to 200,000 pounds, . . . . .	5.89	Reg.	.0589	100	8
200,000 to 250,000 pounds, . . . . .	5.89	Reg.	.0589	100	8
Mallets 275,000 pounds or over, . . . . .	7.05	Reg.	.0705	100	8
Railroad C (all weights), . . . . .	5.78	\$0.77	.077	75	8
<i>Passenger.</i>					
Railroads A and B (all weights), . . . . .	4.73	Reg.	.0473	100	8
Railroad C (all weights), . . . . .	4.73	Reg.	.0473	100	8
Railroad D, . . . . .	5.62½	.71	—	—	8
<i>Switching.</i>					
Railroads A and B:					
140,000 to 300,000 pounds, . . . . .	5.29	Reg.	—	—	8
Railroad C:					
140,000 to 300,000 pounds, . . . . .	5.28	Reg.	—	—	8
Consolidation type engine, . . . . .	5.83	Reg.	—	—	8
Railroad D, . . . . .	5.47½	.69	—	—	8
<i>Through Freight.</i>					
Railroads A and B:					
80,000 to 140,000 pounds, . . . . .	5.49	Reg.	.0549	100	8
140,000 to 250,000 pounds, . . . . .	5.60	Reg.	.0560	100	8
Mallets 275,000 pounds and over, . . . . .	6.76	Reg.	.0676	100	8
Railroad C (all weights), . . . . .	5.49	.68	.0549	100	8
<b>Firemen, Locomotive.</b>					
<i>Freight, Local.</i>					
Railroads A, B, and C:					
Less than 80,000 pounds, . . . . .	3.89	Reg.	.0389	100	8
80,000 to 100,000 pounds, . . . . .	4.03	Reg.	.0403	100	8
100,000 to 140,000 pounds, . . . . .	4.23	Reg.	.0423	100	8
140,000 to 170,000 pounds, . . . . .	4.36	Reg.	.0436	100	8
170,000 to 200,000 pounds, . . . . .	4.50	Reg.	.045	100	8
200,000 to 250,000 pounds, . . . . .	4.63	Reg.	.0463	100	8
Mallet engines 275,000 pounds and over, . . . . .	5.57	Reg.	.0557	100	8
<i>Freight, Through.</i>					
Railroads A, B, and C:					
Less than 80,000 pounds, . . . . .	3.69	Reg.	.0369	100	8
80,000 to 100,000 pounds, . . . . .	3.83	Reg.	.0383	100	8
100,000 to 140,000 pounds, . . . . .	4.03	Reg.	.0403	100	8
140,000 to 170,000 pounds, . . . . .	4.16	Reg.	.0416	100	8
170,000 to 200,000 pounds, . . . . .	4.30	Reg.	.043	100	8
200,000 to 250,000 pounds, . . . . .	4.43	Reg.	.0443	100	8
Mallet engines 275,000 pounds and over, . . . . .	5.37	Reg.	.0537	100	8
<i>Passenger.</i>					
Railroad D, . . . . .	4.00	.50	—	—	8
<i>Passenger, Through.</i>					
Railroads A, B, and C:					
Less than 80,000 pounds, . . . . .	3.15	Reg.	.0315	100	8
80,000 to 100,000 pounds, . . . . .	3.22	Reg.	.0322	100	8
100,000 to 140,000 pounds, . . . . .	3.35	Reg.	.0335	100	8
140,000 to 170,000 pounds, . . . . .	3.48	Reg.	.0348	100	8

TABLE 18. STEAM RAILROAD SERVICE — CONTINUED.  
OPERATION OF TRAINS — Concluded.

BRANCHES OF SERVICE AND OCCUPATIONS.	RATES OF WAGES			STANDARD WORK DAY	
	Per Day	OVERTIME		Miles	Hours
		Hour	Mileage Rates (Pro Rate over 100 Miles)		
<b>Firemen, Locomotive — Con.</b>					
<i>Switching.</i>					
Railroads A, B, and C:					
Less than 140,000 pounds, . . . . .	\$3.53	Reg.	\$0.0353	—	8
140,000 pounds and over, . . . . .	3.67	Reg.	.0367	—	8
Consolidation type engines, 70 tons and over (Railroad C), . . . . .	4.09	Reg.	.0409	—	8
Railroad D, . . . . .	3.80	\$0.47½	—	—	8
<i>Hostlers.</i>					
Railroads A, B, and C, . . . . .	3.38	Reg.	—	—	8

TABLE 18. STEAM RAILROAD SERVICE — CONTINUED.

## SIGNAL MAINTENANCE SERVICE.

OCCUPATIONS AND RAILROADS.	RATES OF WAGES <sup>1</sup>				HOURS OF LABOR		
	Unit	One Rate only	Maximum	Minimum	DAY		Week
					Mon-day to Friday	Satur-day	
<b>Blacksmiths.</b>							
Railroad B, . . . . .	Hour	\$0.68	—	—	8	8	48
Railroad C (Boston), . . . . .	Day	4.41	—	—	8	8	48
Railroad C (outside of Boston), . . . . .	Day	4.09	—	—	8	8	48
<b>Clerks.</b>							
Railroad C, . . . . .	Week	—	\$25.25	\$12.12	8	4	44
<b>Draftsmen.</b>							
Railroad C, . . . . .	Week	—	21.07	15.12	8	4	44
<b>Electricians.</b>							
Railroad A:							
Interlocking, . . . . .	Hour	.68	—	—	8	8	48
Linemen, chief, . . . . .	Hour	.73	—	—	8	8	48
Linemen, telephone, . . . . .	Hour	.68	—	—	8	8	48
Wiremen, chief signal, . . . . .	Hour	.73	—	—	8	8	48
Railroad B (wiremen), . . . . .	Hour	.68	—	—	8	8	48
Railroad C:							
Circuit designers, . . . . .	Week	25.30	—	—	8	8	48
Linemen, . . . . .	Day	4.41	—	—	8	8	48
Wiremen, . . . . .	Day	—	4.70	4.41	8	8	48
Railroad D (first class), . . . . .	Week	24.72	—	—	8	8	48
Railroad D (second class), . . . . .	Week	—	21.60	21.12	8	8	48
<b>Foremen.</b>							
Railroad A (interlocking), . . . . .	Hour	.73	—	—	8	8	48
Railroad A (signal), . . . . .	Hour	.73	—	—	8	8	48
Railroad B (general), . . . . .	Week	46.03	—	—	8	8	56
Railroad B (signal), . . . . .	Week	42.57	—	—	8	8	56
Railroad C:							
Foremen (Boston), . . . . .	Day	4.72	—	—	8	8	48
Foremen (outside of Boston), . . . . .	Day	4.72	—	—	8	8	48
Foremen (electrical), . . . . .	Week	36.34	—	—	8	8	48
Foremen (general), . . . . .	Week	33.25	—	—	8	8	48
Railroad D, . . . . .	Week	36.00	—	—	8	8	48
<b>Foremen, Assistant.</b>							
Railroad A (interlocking), . . . . .	Hour	.68	—	—	8	8	48
Railroad A (signal), . . . . .	Hour	.68	—	—	8	8	48
Railroad C, . . . . .	Day	4.41	—	—	8	8	48
<b>Groundmen.</b>							
Railroad C, . . . . .	Day	2.89	—	—	8	8	48
<b>Helpers.</b>							
Railroad A (mechanical and electrical), . . . . .	Hour	.45	—	—	8	8	48
Railroad B (mechanical and electrical), . . . . .	Hour	.45	—	—	8	8	48
Railroad C, . . . . .	Day	2.27	—	—	8	8	48
<b>Lampmen.</b>							
Railroad B, . . . . .	Hour	.41½	—	—	8	8	48
Railroad C (arc light trimmers), . . . . .	Day	3.31	—	—	8	8	48
<b>Machinists, Signal.</b>							
Railroad A, . . . . .	Hour	.73	—	—	8	8	48
<b>Maintainers.</b>							
Railroad A, . . . . .	Hour	.68	—	—	8	8	48
Railroad B, . . . . .	Hour	.68	—	—	8	8	48
Railroad C (signal), . . . . .	Day	—	4.70	3.74	8	8	48
Railroad D (interlocking), . . . . .	Week	—	32.64	20.88	8	8	48
South Terminal (foremen), . . . . .	Day	4.81	—	—	9	9	63

<sup>1</sup> Employees are paid 1½ T for all overtime. Except where otherwise specified, the same rates apply in Boston and outside of Boston.

TABLE 18. STEAM RAILROAD SERVICE — CONTINUED.  
SIGNAL MAINTENANCE SERVICE — Concluded.

OCCUPATIONS AND RAILROADS.	RATES OF WAGES				HOURS OF LABOR		
	Unit	One Rate only	Maximum	Minimum	DAY		Week
					Mon-day to Friday	Satur-day	
<b>Maintainers, Assistant.</b>							
Railroad A, . . . . .	Hour	\$0.58	-	-	8	8	48
Railroad B, . . . . .	Hour	.58	-	-	8	8	48
Railroad C (signal), . . . . .	Day	2.96	-	-	8	8	48
<b>Mechanics.</b>							
Railroad A, . . . . .	Hour	.68	-	-	8	8	48
<b>Repairmen.</b>							
Railroad C (tower), . . . . .	Day	3.74	-	-	8	8	48
South Terminal, . . . . .	Day	-	\$3.76	\$3.14	9	9	63
South Terminal (chief), . . . . .	Day	4.04	-	-	9	9	63
<b>Signalmen.</b>							
Railroad B, . . . . .	Hour	.68	-	-	8	8	48
Railroad C:							
Signalmen, general, . . . . .	Day	3.74	-	-	8	8	48
Signalmen, universal, . . . . .	Day	4.09	-	-	8	8	48
Supervisors, . . . . .	Week	45.88	-	-	8	8	48
Supervisors, assistant, . . . . .	Week	30.48	-	-	8	8	48
<b>Switchmen.</b>							
South Terminal (ground), . . . . .	Day	-	4.09	3.81	9	9	63

TABLE 18. STEAM RAILROAD SERVICE — CONTINUED.  
STATION AND FERRY SERVICE.

OCCUPATIONS AND RAILROADS.	RATES OF WAGES <sup>1</sup>				HOURS OF LABOR	
	Unit	One Rate only	Maximum	Minimum	Day	Week
<b>Baggagemasters.</b>						
Railroad A, . . . . .	Day	—	\$4 50	\$3.53	8	{ 48
Railroad C, . . . . .	Week	\$40.05	—	—	8	56
Railroad D, . . . . .	Week	—	22 56	18 48	8	48
South Terminal, . . . . .	Week	33 04	—	—	10	70
<b>Baggagemasters, Assistant.</b>						
Railroad A, . . . . .	Day	—	4 02	3.44	8	{ 48
Railroad B, . . . . .	Hour	.38 <sup>1</sup> / <sub>2</sub>	—	—	8	2 56
Railroad C, . . . . .	Day	4.70	—	—	8	{ 48
						56
<b>Baggagemasters, Foremen.</b>						
South Terminal, . . . . .	Day	3 15	—	—	10	70
South Terminal (assistant foremen), . . . . .	Day	2.83	—	—	10	70
<b>Baggagemen.</b>						
Railroad A, . . . . .	Day	—	3.82	2.55	8	{ 48
Railroad B, . . . . .	Hour	.38 <sup>1</sup> / <sub>2</sub>	—	—	8	2 56
Railroad C, . . . . .	Day	3.74	—	—	8	{ 48
South Terminal, . . . . .	Day	—	2 37	2.22	10	56
						70
<b>Baggagemen (Boardmen and Valise Room Men).</b>						
Railroad B, . . . . .	Hour	.38 <sup>1</sup> / <sub>2</sub>	—	—	8	2 56
Railroad C (boardmen), . . . . .	Day	3.74	—	—	8	{ 48
						56
<b>Baggagemen (Checkmen).</b>						
Railroad A, . . . . .	Day	—	3 61	3.07	8	56
Railroad B, . . . . .	Hour	.38 <sup>1</sup> / <sub>2</sub>	—	—	8	2 56
South Terminal, . . . . .	Day	2.83	—	—	10	70
<b>Baggagemen (Mail Porters).</b>						
Railroad A, . . . . .	Day	—	3 57	3 07	8	56
Railroad B, . . . . .	Hour	.38 <sup>1</sup> / <sub>2</sub>	—	—	8	2 56
Railroad C, . . . . .	Day	3.24	—	—	8	56
South Terminal, . . . . .	Day	—	2 37	2.22	10	70
<b>Baggagemen (Parcel Clerks).</b>						
Railroad B, . . . . .	Hour	.38 <sup>1</sup> / <sub>2</sub>	—	—	8	2 56
Railroad C, . . . . .	Day	3.74	—	—	8	{ 48
South Terminal, . . . . .	Day	—	2 27	2 02	10	56
South Terminal (foremen), . . . . .	Week	21 84	—	—	10	70
<b>Baggagemen (Porters).</b>						
Railroad A, . . . . .	Day	—	3.36	3.17	8	56
Railroad B, . . . . .	Hour	.38 <sup>1</sup> / <sub>2</sub>	—	—	8	2 56
South Terminal, . . . . .	Day	—	2.37	2.22	10	70

<sup>1</sup> When more than one rate is paid, the maximum and minimum rates only are shown. The rates paid to employees in some occupations vary according to priority of service or local conditions.

*Railroad A.* — Except where otherwise stated, rates are for outside of Boston.

*Railroad B.* — Each rate is for outside of Boston.

*Railroad C.* — Except where otherwise specified, same rates apply to Boston and outside of Boston. Basic eight-hour day went into effect on July 1, 1918. In many cases, however, road was unable to place all employees under its provisions during 1918, so employees worked former hours on this basis; 1<sup>1</sup>/<sub>4</sub> T for 9th and 10th hours and 1<sup>1</sup>/<sub>2</sub> T thereafter.

*Railroad D.* — Except where otherwise stated, same rates apply in Boston and outside of Boston. All overtime is at the rate of 1<sup>1</sup>/<sub>2</sub> T.

*South Terminal.* — Each rate applies to Boston only. All overtime is at the rate of 1<sup>1</sup>/<sub>2</sub> T.

\* Eight-hour day, but for 9th and 10th hours, if worked, men receive regular rate; all other overtime, 1<sup>1</sup>/<sub>2</sub> T.



TABLE 18. STEAM RAILROAD SERVICE—CONTINUED.  
STATION AND FERRY SERVICE—Continued.

OCCUPATIONS AND RAILROADS.	RATES OF WAGES				HOURS OF LABOR	
	Unit	One Rate only	Maximum	Minimum	Day	Week
<b>Baggagemen (Shippers).</b>						
Railroad A, . . . . .	Day	—	\$3.82	\$2.55	8	48
Railroad B, . . . . .	Hour	\$0.38 <sup>1</sup> / <sub>2</sub>	—	—	8	56
Railroad C, . . . . .	Day	3.88	—	—	8	56
South Terminal, . . . . .	Day	2.83	—	—	10	70
<b>Cashiers.</b>						
South Terminal, . . . . .	Day	2.98	—	—	10	70
<b>Cleaners, Station.</b>						
Railroad A (men), . . . . .	Day	—	3.13	2.17	8	48
Railroad C:						
Foremen, . . . . .	Day	4.09	—	—	8	56
Foremen, night, . . . . .	Night	3.33	—	—	8	56
Men, . . . . .	Day	2.85	—	—	8	48
Women, . . . . .	Day	2.22	—	—	8	48
Railroad D:						
Men, . . . . .	Week	14.88	—	—	8	48
Women, . . . . .	Week	13.92	—	—	8	48
South Terminal:						
Men, . . . . .	Day	—	2.16	2.02	10	70
Women, . . . . .	Day	—	2.02	1.80	8	48
<b>Clerks (Baggage).</b>						
Railroad A, . . . . .	Day	—	3.36	3.13	8	48
Railroad C, . . . . .	Day	—	3.74	3.60	8	48
South Terminal, . . . . .	Day	—	2.83	2.27	10	70
<b>Clerks and Operators.</b>						
Railroad B, . . . . .	Hour	—	.54 <sup>3</sup> / <sub>4</sub>	.48	8	56
<b>Coal Handlers.</b>						
Railroad D, . . . . .	Week	22.40	—	—	8	56
<b>Crossing Tenders and Gatemen.</b>						
Railroad A, . . . . .	Day	—	2.83	2.55	8	56
Railroad B, . . . . .	Hour	—	.37 <sup>1</sup> / <sub>2</sub>	.32 <sup>1</sup> / <sub>4</sub>	8	56
Railroad C (Boston), . . . . .	Day	—	3.49	2.77	8	48
Railroad C (outside of Boston), . . . . .	Day	—	2.72	2.22	8	48
Railroad D, . . . . .	Day	—	2.88	2.40	8	56
South Terminal (gatemen), . . . . .	Day	3.14	—	—	10	70
<b>Deck Hands.</b>						
Railroad D:						
First class, . . . . .	Day	3.92	—	—	8	48
Second class, . . . . .	Day	3.76	—	—	8	48
<b>Draw Bridge Tenders.</b>						
Railroad D, . . . . .	Week	—	22.40	18.00	8	56
<b>Drop Tenders.</b>						
Railroad D, . . . . .	Week	22.56	—	—	8	48
<b>Electrical Workers.</b>						
Railroad B, . . . . .	Hour	.68	—	—	8	48
Railroad B (foremen), . . . . .	Week	42.57	—	—	8	48
Railroad B (helpers), . . . . .	Hour	.45	—	—	8	48
<b>Elevator Women.</b>						
South Terminal, . . . . .	Day	—	2.02	1.83	8	48

<sup>1</sup> Eight-hour day, but for 9th and 10th hours, if worked, men receive regular rate; all other overtime, 1½ T.<sup>2</sup> Work six hours on every other Sunday, making 54 hours for that week.<sup>3</sup> 1½ T after eight hours.

TABLE 18. STEAM RAILROAD SERVICE — CONTINUED.  
STATION AND FERRY SERVICE — Continued.

OCCUPATIONS AND RAILROADS.	RATES OF WAGES				HOURS OF LABOR	
	Unit	One Rate only	Maximum	Minimum	Day	Week
<b>Engineers, Marine.</b>						
Railroad D, . . . . .	Day	\$6.58	—	—	8	48
<b>Firemen, Marine.</b>						
Railroad D, . . . . .	Day	4.00	—	—	8	48
<b>Freight Agents.</b>						
Railroad B, . . . . .	Hour	—	\$0.63 <sup>1</sup> / <sub>4</sub>	\$0.48	8	1 56
<b>Freight Agents and Operators.</b>						
Railroad B, . . . . .	Hour	—	.63 <sup>1</sup> / <sub>4</sub>	.48	8	1 56
<b>Freight Checkers.</b>						
Railroad A (Boston), . . . . .	Day	—	4.30	3.99	8	48
Railroad A (outside of Boston), . . . . .	Day	—	4.30	3.60	8	48
Railroad B, . . . . .	Hour	.44 <sup>1</sup> / <sub>2</sub>	—	—	8	2 48
Railroad C (Boston), . . . . .	Day	3.81	—	—	8	48
Railroad C (outside of Boston), . . . . .	Day	3.24	—	—	8	48
<b>Freight Deliverers.</b>						
Railroad A (Boston), . . . . .	Day	—	4.30	3.99	8	48
Railroad A (outside of Boston), . . . . .	Day	—	4.30	3.99	8	48
Railroad B, . . . . .	Hour	.44 <sup>1</sup> / <sub>2</sub>	—	—	8	2 48
Railroad C (Boston), . . . . .	Day	3.81	—	—	8	48
Railroad C (outside of Boston), . . . . .	Day	3.03	—	—	8	48
<b>Freight Handlers.</b>						
Railroad A (Boston and outside of Boston), . . . . .	Hour	.43	—	—	8	48
Railroad B, . . . . .	Hour	.42	—	—	8	2 48
Railroad C (Boston), . . . . .	Day	3.24	—	—	8	48
Railroad C (outside of Boston), . . . . .	Day	3.00	—	—	8	48
<b>Freight Laborers.</b>						
Railroad A (Boston), . . . . .	Hour	.43	—	—	8	48
Railroad A (outside of Boston), . . . . .	Hour	—	.43	.40	8	48
Railroad B, . . . . .	Hour	.42	—	—	8	2 48
Railroad C (Boston), . . . . .	Day	3.24	—	—	8	48
Railroad C (outside of Boston), . . . . .	Day	3.00	—	—	8	48
<b>Freight Receivers.</b>						
Railroad A (Boston), . . . . .	Day	4.30	—	—	8	48
Railroad A (outside of Boston), . . . . .	Day	—	4.30	3.60	8	48
Railroad B, . . . . .	Hour	.44 <sup>1</sup> / <sub>2</sub>	—	—	8	2 48
Railroad C, . . . . .	Day	3.81	—	—	8	48
<b>Matrons.</b>						
Railroad D, . . . . .	Week	13.92	—	—	8	48
<b>Oilers.</b>						
Railroad D, . . . . .	Day	2.52	—	—	8	48
<b>Pilots.</b>						
Railroad D, . . . . .	Day	6.92	—	—	8	48
Railroad D (relief), . . . . .	Day	5.20	—	—	8	—
<b>Station Agents.</b>						
Railroad A, . . . . .	Day	—	4.74	2.83	8	48
Railroad A (relief), . . . . .	Day	4.59	—	—	8	56
Railroad B, . . . . .	Hour	—	.63 <sup>1</sup> / <sub>4</sub>	.48	8	1 56
Railroad D (Boston), . . . . .	Week	33.60	—	—	8	48
Railroad D (way stations), . . . . .	Week	—	22.56	20.40	8	48
<b>Station Agents and Operators.</b>						
Railroad A, . . . . .	Day	—	4.49	2.83	8	48
Railroad B, . . . . .	Hour	—	.54 <sup>1</sup> / <sub>4</sub>	.48	8	56

<sup>1</sup> 1½ T after eight hours.<sup>2</sup> Eight-hour day, but for 9th and 10th hours, if worked, men receive regular rate; all other overtime, 1½ T.

TABLE 18. STEAM RAILROAD SERVICE — CONTINUED.  
STATION AND FERRY SERVICE — Concluded.

OCCUPATIONS AND RAILROADS.	RATES OF WAGES				HOURS OF LABOR	
	Unit	One Rate only	Maximum	Minimum	Day	Week
<b>Telegraph Operators.</b>						
Railroad A, . . . . .	Hour	-	\$0.64 $\frac{3}{4}$	\$0.49	8	{ 48
Railroad B, . . . . .	Hour	-	.54 $\frac{1}{4}$	.48	8	{ 56
Railroad C, . . . . .	Day	-	4.90	4.30	8	{ 48
						{ 56
<b>Ticket Agents.</b>						
Railroad A, . . . . .	Day	-	6.16	5.82	8	56
Railroad B, . . . . .	Hour	-	.54 $\frac{1}{4}$	.48	8	1 56
Railroad D (men), . . . . .	Week	-	24.48	20.40	8	48
Railroad D (women), . . . . .	Week	\$15.56	-	-	8	48
<b>Ticket Agents and Operators.</b>						
Railroad B, . . . . .	Hour	-	.54 $\frac{1}{4}$	.48	8	1 56
Railroad C, . . . . .	Day	-	4.09	3.53	8	56
<b>Ticket Clerks.</b>						
Railroad B, . . . . .	Hour	.44 $\frac{1}{2}$	-	-	8	1 56
<b>Ticket Clerks and Operators.</b>						
Railroad B, . . . . .	Hour	-	.54 $\frac{1}{2}$	.48	8	1 56
<b>Ticket Sellers.</b>						
Railroad C (Boston), . . . . .	Day	-	4.55	4.23	8	56
Railroad C (outside of Boston), . . . . .	Day	-	3.88	3.14	8	56
South Terminal, . . . . .	Day	-	4.81	3.53	10	70
<b>Watchmen.</b>						
Railroad C (Boston), . . . . .	Day	3.53	-	-	8	56
Railroad C (outside of Boston), . . . . .	Day	3.53	-	-	8	56
South Terminal, . . . . .	Day	2.13	-	-	10	70

<sup>1</sup> 1 $\frac{1}{2}$ T after eight hours.

TABLE 18. STEAM RAILROAD SERVICE — CONCLUDED.  
SWITCH TOWER SERVICE.

OCCUPATIONS AND RAILROADS.	RATES OF WAGES <sup>1</sup>				Daily Hours of Labor
	Unit	One Rate only	Maximum	Minimum	
<b>Agents, Operators, and Towermen.</b>					
Railroad B, . . . . .	Hour	-	\$0.63½	\$0.48	8
<b>Announcers.</b>					
South Terminal, . . . . .	Day	-	3.81	3.10	8
<b>Car Distributors.</b>					
Railroad B, . . . . .	Hour	\$0.72½	-	-	8
<b>Clerks, Operators, and Towermen.</b>					
Railroad B, . . . . .	Hour	-	.63½	.48	8
<b>Levermen.</b>					
Railroad A (outside of Boston), . . . . .	Day	-	3.97	3.17	8
Railroad A (relief), . . . . .	Day	4.23	-	-	8
Railroad B, . . . . .	Hour	-	.63½	.48	8
Railroad C, . . . . .	Day	-	4.70	4.55	8
Railroad C (relief), . . . . .	Day	4.65	-	-	8
South Terminal, . . . . .	Day	4.81	-	-	8
<b>Sheetmen.</b>					
Railroad C, . . . . .	Day	4.16	-	-	8
<b>Switchmen.</b>					
Railroad C (ground), . . . . .	Day	-	3.95	3.38	8
<b>Switchmen and Telegraph Operators.</b>					
Railroad B (outside of Boston), . . . . .	Hour	-	.54½	.48	8
<b>Telephone Operators.</b>					
South Terminal, . . . . .	Day	-	3.81	3.10	8
<b>Tower Directors.</b>					
Railroad A, . . . . .	Day	4.93	-	-	8
Railroad B, . . . . .	Hour	.72½	-	-	8
Railroad C, . . . . .	Day	-	5.58	4.55	8
Railroad D, . . . . .	Day	-	4.60	4.48	8
South Terminal, . . . . .	Day	5.49	-	-	8
<b>Towermen.</b>					
Railroad A, . . . . .	Day	-	4.02	3.23	8
Railroad B, . . . . .	Hour	-	.63½	.48	8
Railroad C, . . . . .	Day	-	4.36	3.53	8
Railroad D, . . . . .	Day	-	4.36	4.08	8
<b>Towermen and Operators.</b>					
Railroad B, . . . . .	Hour	-	.63½	.48	8

<sup>1</sup> Employees are paid 1½T for all overtime. Except where otherwise specified, same rates apply in Boston and outside of Boston.

TABLE 19. STREET AND ELECTRIC RAILWAY SERVICE.

COMPANIES.	YEARS OF SERVICE AND RATES PER HOUR						
	1st 6 Mos.	2d 6 Mos.	2d Year	3d Year	4th Year	5th Year	6th Year and After
<b>Motormen and Conductors — Surface Lines.</b>							
Bay State St. Ry. Co., . . . . .	\$0.35	\$0.35 <sup>1</sup> / <sub>2</sub>	\$0.36 <sup>1</sup> / <sub>2</sub>	\$0.38 <sup>1</sup> / <sub>2</sub>	\$0.38 <sup>1</sup> / <sub>2</sub>	\$0.39 <sup>1</sup> / <sub>2</sub>	\$0.40 <sup>1</sup> / <sub>2</sub>
Berkshire St. Ry. Co., . . . . .	.35 <sup>1</sup> / <sub>6</sub>	.37 <sup>5</sup> / <sub>6</sub>	.39 <sup>5</sup> / <sub>6</sub>	.41	.43	.43	.43
Blue Hill St. Ry. Co., . . . . .	.29	.29	.30	.31	.33	.35	.36
Boston Elevated Ry. Co., . . . . .	1.43	2.46	.48	.48	.48	.48	.48
Boston & Worcester St. Ry. Co., . . . . .	.32 <sup>1</sup> / <sub>2</sub>	.33 <sup>2</sup> / <sub>3</sub>	.35 <sup>1</sup> / <sub>3</sub>	.37 <sup>1</sup> / <sub>3</sub>	.39 <sup>2</sup> / <sub>3</sub>	.39 <sup>2</sup> / <sub>3</sub>	.39 <sup>2</sup> / <sub>3</sub>
Concord, Maynard & Hudson St. Ry. Co., . . . . .	.27	.27	.28 <sup>1</sup> / <sub>2</sub>	.29 <sup>1</sup> / <sub>2</sub>	.30 <sup>1</sup> / <sub>2</sub>	.32	.32
Connecticut Valley St. Ry. Co., . . . . .	.27	.27	.28 <sup>1</sup> / <sub>2</sub>	.29 <sup>1</sup> / <sub>2</sub>	.30 <sup>1</sup> / <sub>2</sub>	.32	.32
Fitchburg & Leominster St. Ry. Co., . . . . .	.29	.30	.31	.33	.34	.36	.36
Holyoke St. Ry. Co., . . . . .	.35	.36	.37	.39	.41	.41	.41
Interstate Consolidated St. Ry. Co., . . . . .	.37	.38 <sup>1</sup> / <sub>2</sub>	.40	.41	.43	.43	.43
Lowell & Fitchburg St. Ry. Co., . . . . .	.29	.30	.32	.33	.34	.36	.36
Mass. Northeastern St. Ry. Co., . . . . .	.26 <sup>1</sup> / <sub>2</sub>	.27	.28	.29	.30	.31	.32 <sup>1</sup> / <sub>2</sub>
Middlesex & Boston St. Ry. Co., . . . . .	.29 <sup>1</sup> / <sub>2</sub>	.29 <sup>1</sup> / <sub>2</sub>	.31 <sup>1</sup> / <sub>2</sub>	.33 <sup>1</sup> / <sub>2</sub>	.35 <sup>1</sup> / <sub>2</sub>	.36 <sup>1</sup> / <sub>2</sub>	.36 <sup>1</sup> / <sub>2</sub>
Milford, Attleboro & Woonsocket St. Ry. Co., . . . . .	.37	.38 <sup>1</sup> / <sub>2</sub>	.40	.41	.43	.43	.43
Milford & Uxbridge St. Ry. Co., . . . . .	.32	.33	.34	.35	.36 <sup>1</sup> / <sub>3</sub>	.37 <sup>1</sup> / <sub>3</sub>	.39 <sup>2</sup> / <sub>3</sub>
New Bedford & Onset St. Ry. Co., . . . . .	.32	.33	.35	.36	.37	.38	.39
Northampton St. Ry. Co., . . . . .	.27	.27	.28	.29	.30	.31	.32
Northern Mass. St. Ry. Co., . . . . .	.27	.27	.28 <sup>1</sup> / <sub>2</sub>	.29 <sup>1</sup> / <sub>2</sub>	.30 <sup>1</sup> / <sub>2</sub>	.32	.32
Springfield St. Ry. Co., . . . . .	43.33	43.46	43.60	43.69	43.87	43.87	43.87
Union St. Ry. Co. (New Bedford), . . . . .	.34	.35	.37	.38	.39	.40	.41
Worcester Consolidated St. Ry. Co., . . . . .	.37	.38 <sup>1</sup> / <sub>2</sub>	.40	.41	.43	.43	.43

<sup>1</sup> First three months.<sup>2</sup> Next nine months.<sup>3</sup> Smaller rate paid for first six months; larger rate for second six months.<sup>4</sup> Rate per day of nine hours.

## RAPID TRANSIT.

OCCUPATIONS AND COMPANY.	YEARS OF SERVICE AND RATES PER HOUR		
	First 3 Months	Next 9 Months	Second Year and After
<b>Boston Elevated Railway Company.</b>			
Brakemen, Rapid Transit Lines, . . . . .	\$0.40	\$0.41	\$0.42 <sup>1</sup> / <sub>2</sub>
Guards, Rapid Transit Lines, . . . . .	.43	.43 <sup>1</sup> / <sub>4</sub>	.44 <sup>1</sup> / <sub>2</sub>
Motormen, Rapid Transit Lines, . . . . .	.45	.48	.50

TABLE 19. STREET AND ELECTRIC RAILWAY SERVICE — CONTINUED.  
CONSTRUCTION, MAINTENANCE, AND REPAIR SERVICE.

RAILWAYS <sup>1</sup> AND OCCUPATIONS.	RATES OF WAGES			HOURS OF LABOR	
	Per Hour	Per Day	Per Week	Per Day	Per Week
<b>Armature Winders.</b>					
Railway No. 1 (rolling stock department),	\$0.3650- .4427	-	-	-	2-
Railway No. 1 (rolling stock department) (helpers),	.316- .360	-	-	-	2-
Railway No. 2, . . . . .	.3075 .3554	-	-	9	-
Railway No. 2 (foremen), . . . . .	.4443 .5325	-	-	9	-
Railway No. 5 (first class) (shop men), . . . . .	.40	-	-	9	63
Railway No. 5 (second class) (shop men), . . . . .	.36 <sup>2</sup> / <sub>3</sub>	-	-	9	63
Railway No. 7, . . . . .	-	\$4.00	-	10	70
Railway No. 8, . . . . .	-	4.32	-	9	-
Railway No. 9 (shops and electric line), . . . . .	.38	-	-	9	63
Railway No. 12, . . . . .	3.38 <sup>4</sup> / <sub>9</sub>	-	-	9	63
Railway No. 15 (second class), . . . . .	.30 <sup>5</sup> / <sub>9</sub>	-	-	9	54
Railway No. 19 (mechanical department), . . . . .	-	4.36	-	4 9	53
Railway No. 19 (mechanical department) (foremen), . . . . .	-	-	\$40.00	4 9	61
Railway No. 19 (mechanical department) (helpers), . . . . .	-	3.42	-	4 9	53
Railway No. 21, . . . . .	-	4.54	-	9	53
Railway No. 21 (helpers), . . . . .	-	3.11	-	9	53
<b>Attendants, Sub-station.</b>					
Railway No. 5 (shopmen), . . . . .	.29 <sup>1</sup> / <sub>3</sub>	-	-	10	70
Railway No. 10, . . . . .	-	-	22.82	12	84
Railway No. 11 (barnmen), . . . . .	-	4.44	-	12	84
Railway No. 11 (barnmen), . . . . .	-	2.50	17.50	9	-
Railway No. 15, . . . . .	.40 <sup>5</sup> / <sub>9</sub>	3.00	21.00	8	56
<b>Babblers and Helpers.</b>					
Railway No. 2, . . . . .	.3554	-	-	9	-
Railway No. 19 (helpers) (mechanical department), . . . . .	-	3.55	-	4 9	53
<b>Barnmen.</b>					
Railway No. 6, . . . . .	-	3.00	-	10	70
Railway No. 14, . . . . .	-	3.80	-	9	61
<b>Blacksmiths.</b>					
Railway No. 1 (rolling stock department), . . . . .	.3705- .4405	-	-	-	2-
Railway No. 1 (rolling stock department) (helpers), . . . . .	.3272- .3850	-	-	-	2-
Railway No. 2, . . . . .	.4888	-	-	9	-
Railway No. 2 (helpers), . . . . .	.3998	-	-	9	-
Railway No. 4, . . . . .	.60 .65	-	-	9 1/4	51
Railway No. 5 (first class) (shop men), . . . . .	.38 <sup>2</sup> / <sub>3</sub>	-	-	9	63
Railway No. 5 (second class) (shop men), . . . . .	.33 <sup>2</sup> / <sub>3</sub>	-	-	9	63
Railway No. 5 (helpers) (shop men), . . . . .	.30	-	-	9	63
Railway No. 7, . . . . .	-	4.00	-	10	70
Railway No. 9 (shops and electric line), . . . . .	.50	-	-	9	54
Railway No. 12, . . . . .	.37 <sup>1</sup> / <sub>9</sub> - .44 <sup>4</sup> / <sub>9</sub>	-	-	9	63
Railway No. 13, . . . . .	.42	-	-	5 -	5 -
Railway No. 15, . . . . .	.37	-	-	9	54
Railway No. 17, . . . . .	.36 <sup>5</sup> / <sub>10</sub>	-	-	9 1/2	57
Railway No. 18, . . . . .	-	-	30.00	10	70
Railway No. 19 (mechanical department), . . . . .	-	4.48	-	4 9	53
Railway No. 19 (helpers) (mechanical department), . . . . .	-	3.36	-	4 9	53
Railway No. 21, . . . . .	-	4.54	-	9	53
Railway No. 21 (helpers), . . . . .	-	3.80	-	9	53
<b>Bolt Cutters.</b>					
Railway No. 19 (mechanical department), . . . . .	-	3.42	-	4 9	53

<sup>1</sup> The several street railways are numbered in the order (1 to 21) as given in the table at the top of page 125.<sup>2</sup> Employees state whether they prefer to work six days or seven days. Six-day workers are employed 54 hours each week and seven-day workers are employed 62 hours each week.<sup>3</sup> Also receive a war bonus of 6 cents an hour for all time worked, same to be paid during war and for 6 months thereafter. All overtime, 1 1/2 T.<sup>4</sup> Saturdays, Sundays, and holidays, 8 hours a day.<sup>5</sup> Work 9 hours per day; 8 hours on Sunday; average 58 hours a week.

TABLE 19. STREET AND ELECTRIC RAILWAY SERVICE—CONTINUED.  
 CONSTRUCTION, MAINTENANCE, AND REPAIR SERVICE—Continued.

RAILWAYS AND OCCUPATIONS.	RATES OF WAGES			HOURS OF LABOR	
	Per Hour	Per Day	Per Week	Per Day	Per Week
<b>Carpenters.</b>					
Railway No. 1 (first class) (roadway department),	\$0.413-.615	-	-	-	1-
Railway No. 1 (helpers) (roadway department),	.381-.409	-	-	-	1-
Railway No. 1 (rolling stock department),	.2061-.4333	-	-	-	1-
Railway No. 2, . . . . .	.3909-.4443	-	-	9	-
Railway No. 2 (foremen), . . . . .	.4888	-	-	9	-
Railway No. 4, . . . . .	.48 <sup>1</sup> / <sub>2</sub>	-	-	9	54
Railway No. 5 (shop men), . . . . .	.36 <sup>1</sup> / <sub>2</sub>	-	-	9	63
Railway No. 5 (foremen) (shop men), . . . . .	.44	-	-	9	63
Railway No. 9 (shops and electric line), . . . . .	.40	-	-	9	54
Railway No. 9 (foremen) (shops and electric line), . . . . .	.42 <sup>1</sup> / <sub>2</sub>	-	-	9	54
Railway No. 12, . . . . .	2.35 <sup>3</sup> / <sub>4</sub> -.40 <sup>1</sup> / <sub>2</sub>	-	-	9	63
Railway No. 13, . . . . .	.32 <sup>1</sup> / <sub>2</sub> -.42	-	-	3-	3-
Railway No. 15, . . . . .	.36 <sup>1</sup> / <sub>2</sub>	-	-	9	54
Railway No. 18, . . . . .	-	\$4.00	-	10	70
Railway No. 19 (mechanical department), . . . . .	-	3.70	-	4 9	53
Railway No. 19 (bridge) (track department), . . . . .	-	4.05	-	8	48
Railway No. 21, . . . . .	-	4.35	-	9	53
		4.54	-		
		4.86	-		
<b>Chauffeurs.</b>					
Railway No. 19 (line department), . . . . .	-	4.75	-	4 9	53
Railway No. 19 (track department), . . . . .	-	4.26	-	9	63
<b>Checkers, Car.</b>					
Railway No. 1 (freight department), . . . . .	.278-.347	-	-	-	1-
<b>Cleaners.</b>					
Railway No. 13, . . . . .	.15-.29	-	-	3-	3-
Railway No. 19 (foremen) (mechanical department), . . . . .	-	-	\$34.00	4 9	61
<b>Cleaners, Barn.</b>					
Railway No. 5 (shop men), . . . . .	.28	-	-	9	63
<b>Cleaners, Car.</b>					
Railway No. 1 (rolling stock department), . . . . .	.3160-.3772	-	-	-	1-
Railway No. 2, . . . . .	.2666-.3554	-	-	9	-
Railway No. 3, . . . . .	.22	-	-	10	70
Railway No. 4, . . . . .	.42 <sup>1</sup> / <sub>2</sub>	-	-	9	62
Railway No. 9 (shops and electric line), . . . . .	.31 <sup>1</sup> / <sub>2</sub>	-	-	11	77
Railway No. 12 (cleaners and oilers), . . . . .	2.21 <sup>1</sup> / <sub>2</sub> -.26 <sup>2</sup> / <sub>9</sub>	-	-	9	63
Railway No. 15, . . . . .	.25	-	-	9	63
Railway No. 19 (mechanical department), . . . . .	-	2.80	-	4 9	61
Railway No. 21, . . . . .	-	2.99	-	9	61
		2.80	-		
<b>Cleaners, Headlight.</b>					
Railway No. 5 (shop men), . . . . .	.37	-	-	9	63

<sup>1</sup> Employees state whether they prefer to work six days or seven days. Six-day workers are employed 54 hours each week and seven-day workers are employed 62 hours each week.

<sup>2</sup> Also receive a war bonus of 6 cents an hour for all time worked, same to be paid during war and for 6 months thereafter. All overtime, 1<sup>1</sup>/<sub>2</sub> T.

<sup>3</sup> Work 9 hours per day; 8 hours on Sunday; average 58 hours a week.

<sup>4</sup> Saturdays, Sundays, and holidays, 8 hours a day.

TABLE 19. STREET AND ELECTRIC RAILWAY SERVICE—CONTINUED.  
CONSTRUCTION, MAINTENANCE, AND REPAIR SERVICE—Continued.

RAILWAYS AND OCCUPATIONS.	RATES OF WAGES			HOURS OF LABOR	
	Per Hour	Per Day	Per Week	Per Day	Per Week
<b>Clerks, Delivery.</b>					
Railway No. 1 (freight department), . . . . .	{ \$0 278- .408 }	-	-	-	1-
<b>Clerks, Receiving.</b>					
Railway No. 1 (freight department), . . . . .	{ .278- .352 }	-	-	-	1-
Railway No. 5 (freight house men), . . . . .	.33	-	-	9	54
<b>Coal Laborers.</b>					
Railway No. 2, . . . . .	.3109	-	-	9	-
<b>Coal Passers.</b>					
Railway No. 5 (power station), . . . . .	.30	-	-	8	56
<b>Coal Wheelers.</b>					
Railway No. 17, . . . . .	.312½	-	-	9	63
<b>Controllermen.</b>					
Railway No. 9 (shops and electric line), . . . . .	.41	-	-	9	63
<b>Controller Repairers.</b>					
Railway No. 2, . . . . .	.4443	-	-	9	-
<b>Crossing Tenders.</b>					
Railway No. 6, . . . . .	-	-	\$10 50	10	70
<b>Custodians.</b>					
Railway No. 19 (mechanical department), . . . . .	-	-	31.13	2 9	61
<b>Despatchers.</b>					
Railway No. 3, . . . . .	.375	-	-	10	70
<b>Drivers.</b>					
Railway No. 1 (line department), . . . . .	{ .3507- .3600 }	-	-	-	1-
<b>Electricians.</b>					
Railway No. 4 (maintenance), . . . . .	.531½	-	-	8	48
Railway No. 5 (power station), . . . . .	.39	-	-	9	63
Railway No. 5 (helpers) (power station), . . . . .	.36	-	-	9	63
Railway No. 8, . . . . .	-	\$3 55	-	9	-
Railway No. 9 (shops and electric line), . . . . .	.41	-	-	9	63
Railway No. 15, . . . . .	.39	-	-	9	63
<b>Engineers.</b>					
Railway No. 1 (assistant) (power plant), . . . . .	.5038	-	-	-	56
Railway No. 2, . . . . .	.625	-	-	9	-
Railway No. 3 (assistant), . . . . .	.4464	-	-	8	56
Railway No. 3 (chief), . . . . .	.491	-	-	8	56
Railway No. 5 (assistant) (power station), . . . . .	.50½	-	-	8	56
Railway No. 6 (first), . . . . .	-	-	28.00	10	70
Railway No. 6 (second), . . . . .	-	-	22.00	10	70
Railway No. 8, . . . . .	-	4.00	-	8	-
Railway No. 9 (power plant), . . . . .	.69	-	-	8	56
Railway No. 14, . . . . .	.43	-	-	9	61
Railway No. 17, . . . . .	.467¼	-	-	8	56
Railway No. 17 (chief), . . . . .	.53½	-	-	8	56
<b>Firemen.</b>					
Railway No. 1 (power plant), . . . . .	.4413	-	-	-	56
Railway No. 1 (helpers) (power plant), . . . . .	.3913	-	-	-	56
Railway No. 2, . . . . .	.3999	-	-	9	-
Railway No. 2 (helpers), . . . . .	.3628	-	-	9	-
Railway No. 3, . . . . .	.3452	-	-	8	56
Railway No. 4, . . . . .	.52	-	-	8	48

<sup>1</sup> Employees state whether they prefer to work six days or seven days. Six-day workers are employed 54 hours each week and seven-day workers are employed 62 hours each week.

<sup>2</sup> Saturdays, Sundays, and holidays, 8 hours a day.



TABLE 19. STREET AND ELECTRIC RAILWAY SERVICE—CONTINUED.  
CONSTRUCTION, MAINTENANCE, AND REPAIR SERVICE—Continued.

RAILWAYS AND OCCUPATIONS.	RATES OF WAGES			HOURS OF LABOR	
	Per Hour	Per Day	Per Week	Per Day	Per Week
<b>Firemen—Con.</b>					
Railway No. 5 (with license) (power station), . . .	\$0.37 $\frac{1}{2}$	—	—	8	56
Railway No. 5 (without license) (power station), . . .	.33 $\frac{1}{2}$	—	—	8	56
Railway No. 6, . . . . .	—	—	\$24.00	10	70
Railway No. 8, . . . . .	—	{ \$3.00 3.10 3.49 }	—	8	—
Railway No. 9 (power plant), . . . . .	.56 $\frac{1}{4}$	—	—	8	56
Railway No. 9 (helpers) (power plant), . . . . .	.40 $\frac{5}{8}$	—	—	8	56
Railway No. 9 (in shop) (shops and electric line), . . .	.33 $\frac{3}{4}$	—	—	12	84
Railway No. 14, . . . . .	.37 $\frac{1}{2}$	—	—	9	61
Railway No. 15, . . . . .	.37 $\frac{1}{2}$	—	—	8	56
Railway No. 17, . . . . .	.39 $\frac{5}{8}$	—	—	8	56
<b>Flagmen.</b>					
Railway No. 2 (crossing), . . . . .	—	—	12.73	9	—
<b>Foremen.</b>					
Railway No. 2 (inspection), . . . . .	.4443	—	—	9	—
Railway No. 2 (track), . . . . .	.369	—	—	9	—
Railway No. 3 (night), . . . . .	.32	—	—	10	70
Railway No. 3 (track work), . . . . .	.40	—	—	10	70
Railway No. 5 (linemen) (line car), . . . . .	—	4.00	—	9	63
Railway No. 5 (car house) (shop men), . . . . .	.36 $\frac{3}{8}$	—	—	9	63
Railway No. 5 (night) (shop men), . . . . .	—	—	25.30	12	84
Railway No. 6 (barn), . . . . .	—	—	25.00	10	70
Railway No. 6 (line), . . . . .	—	3.00	—	10	70
Railway No. 6 (track), . . . . .	—	3.00	—	10	70
Railway No. 7 (car house), . . . . .	—	—	35.00	10	70
Railway No. 7 (line), . . . . .	—	4.00	—	10	70
Railway No. 7 (track), . . . . .	—	3.00	—	10	70
Railway No. 11 (barnmen), . . . . .	—	4.00	28.00	9	—
Railway No. 17 (line), . . . . .	.30	—	—	9 $\frac{1}{2}$	66 $\frac{1}{2}$
Railway No. 17 (night), . . . . .	.32	—	—	12	84
Railway No. 17 (track), . . . . .	{ .33 $\frac{1}{4}$ .36 $\frac{1}{8}$ }	—	—	9	63
Railway No. 18 (car house), . . . . .	—	—	32.00	10	70
Railway No. 18 (line), . . . . .	—	3.50	—	10	70
Railway No. 18 (track), . . . . .	—	3.50	—	10	70
Railway No. 19 (line department), . . . . .	—	5.11	—	1 <sup>1</sup> / <sub>9</sub>	61
Railway No. 19 (bridge) (track department), . . . . .	—	—	34.00	8	48
Railway No. 19 (sub) (track department), . . . . .	—	{ 3.55 3.75 }	—	8	48
Railway No. 19 (track) (track department), . . . . .	—	5.11	—	9	54
<b>Gang Bosses.</b>					
Railway No. 19 (mechanical department), . . . . .	—	{ 3.74 4.03 }	—	1 <sup>1</sup> / <sub>9</sub>	61
<b>Groundmen.</b>					
Railway No. 5 (linemen), . . . . .	—	3.05	—	9	63
<b>Headlight Men.</b>					
Railway No. 19 (mechanical department), . . . . .	—	{ 3.11 3.74 }	—	1 <sup>1</sup> / <sub>9</sub>	61
<b>Helpers.</b>					
Railway No. 1 (power plant), . . . . .	.3913	—	—	—	56
Railway No. 1 (general) (rolling stock department), { .2594— .4094 }	—	—	—	—	2—
Railway No. 4, . . . . .	.42 $\frac{1}{2}$	—	—	9 $\frac{1}{4}$	51
Railway No. 5 (motor and truck) (shop men), . . . . .	.28	—	—	9	63
Railway No. 9 (power plant), . . . . .	.38 $\frac{5}{8}$	—	—	8	56
Railway No. 13, . . . . .	{ .25— .29 }	—	—	3—	3—

<sup>1</sup> Saturdays, Sundays, and holidays, 8 hours a day.<sup>2</sup> Employees state whether they prefer to work six days or seven days. Six-day workers are employed 54 hours each week and seven-day workers are employed 62 hours each week.<sup>3</sup> Work 9 hours per day; 8 hours on Sunday; average 58 hours a week.

TABLE 19. STREET AND ELECTRIC RAILWAY SERVICE—CONTINUED.  
CONSTRUCTION, MAINTENANCE, AND REPAIR SERVICE—Continued.

RAILWAYS AND OCCUPATIONS.	RATES OF WAGES			HOURS OF LABOR	
	Per Hour	Per Day	Per Week	Per Day	Per Week
<b>Inspectors.</b>					
Railway No. 5 (shop men),	\$0.33 $\frac{3}{4}$	—	—	9	63
Railway No. 5 (air brake) (shop men),	33 $\frac{1}{4}$	—	—	9	63
Railway No. 5 (car body) (shop men),	33 $\frac{1}{4}$	—	—	9	63
Railway No. 5 (foremen) (shop men),	38 $\frac{3}{4}$	—	—	9	63
Railway No. 5 (helpers) (truck) (shop men),	28	—	—	9	63
Railway No. 5 (motor) (shop men),	36 $\frac{1}{4}$	—	—	9	63
Railway No. 5 (truck) (shop men),	36 $\frac{3}{4}$	—	—	9	63
Railway No. 19 (mechanical department),	—	\$3.11 3.47 3.55 3.74 4.03	—	19	61
Railway No. 19 (foremen) (mechanical department),	—	—	\$40.00	19	61
Railway No. 19 (assistant foremen) (mechanical department),	—	—	32.50	19	61
Railway No. 19 (night foremen) (mechanical department),	—	—	34.00	19	61
Railway No. 21 (car),	—	4.17	—	9	61
<b>Janitors.</b>					
Railway No. 19 (mechanical department),	—	2.80	—	19	61
<b>Labcrers.</b>					
Railway No. 1 (line department),	.3283	—	—	—	2—
Railway No. 1 (roadway department),	.320— .375	—	—	—	2—
Railway No. 2,	.3075	—	—	9	—
Railway No. 3,	.25 .275	—	—	10	60
Railway No. 3 (coal),	.30	—	—	—	—
Railway No. 6 (track),	—	2.75	—	10	70
Railway No. 7 (track),	—	2.75	—	10	70
Railway No. 9 (track) (power plant),	—	3.75	—	9	63
Railway No. 11 (barumen),	—	2.61	18.27	9	—
Railway No. 17,	.33 $\frac{1}{4}$	—	—	9	54
Railway No. 18 (track),	—	3.00	—	10	70
Railway No. 19 (track) (track department),	—	3.11	—	8	48
Railway No. 19 (track) (switches) (track department),	—	3.75 4.00	—	8 9	56 63
<b>Linemen.</b>					
Railway No. 1 (first class) (line department),	.4372— .4483	—	—	—	2—
Railway No. 1 (second class) (line department),	.4206	—	—	—	2—
Railway No. 1 (helpers) (first class) (line department),	.3928	—	—	—	2—
Railway No. 1 (helpers) (second class) (line department),	.3594— .3600	—	—	—	2—
Railway No. 4,	.51 $\frac{1}{4}$	—	—	8	48
Railway No. 5 (first class),	—	3.65	—	9	63
Railway No. 5 (second class),	—	3.35	—	9	63
Railway No. 6,	—	2.75	—	10	70
Railway No. 7,	—	3.00	—	10	70
Railway No. 8,	—	3.55	—	9	—
Railway No. 9 (shops and electric line),	.40	—	—	9	63
Railway No. 10,	—	3.99	—	9	53
Railway No. 18,	—	3.00	—	10	70
Railway No. 19 (line department),	—	4.50 4.75 5.00	—	19	53
<b>Loaders, Truck.</b>					
Railway No. 5 (freight house men),	.30 $\frac{3}{4}$	—	—	9	54

<sup>1</sup> Saturdays, Sundays, and holidays, 8 hours a day.

<sup>2</sup> Employees state whether they prefer to work six days or seven days. Six-day workers are employed 54 hours each week and seven-day workers are employed 62 hours each week.

TABLE 19. STREET AND ELECTRIC RAILWAY SERVICE—CONTINUED.  
 CONSTRUCTION, MAINTENANCE, AND REPAIR SERVICE—Continued.

RAILWAYS AND OCCUPATIONS.	RATES OF WAGES			HOURS OF LABOR	
	Per Hour	Per Day	Per Week	Per Day	Per Week
<b>Machinists.</b>					
Railway No. 1 (rolling stock department), . . .	\$0.3800-	-	-	-	1-
Railway No. 1 (helpers) (rolling stock department), . . .	.4405 .3272- .4200 .3998 .4443 .4797	-	-	-	1-
Railway No. 2, . . . . .	.50 .55	-	-	9	-
Railway No. 4, . . . . .	.44	-	-	9½	51
Railway No. 5 (first class) (shop men), . . . . .	.38½	-	-	9	63
Railway No. 5 (second class) (shop men), . . . . .	.29	-	-	9	63
Railway No. 5 (helpers) (shop men), . . . . .	.33	-	-	9	54
Railway No. 9 (shops and electric line), . . . . .	.5050	-	-	9	54
Railway No. 9 (foremen) (shops and electric line), . . . . .	.2450	-	-	9	63
Railway No. 12, . . . . .	.44	-	-	9½	66½
Railway No. 17, . . . . .	.42½	\$4.36	-	9	53
Railway No. 19 (mechanical department), . . . . .	-	-	\$40.00	9	61
Railway No. 19 (foremen) (mechanical department), . . . . .	-	4.54	-	9	53
Railway No. 21, . . . . .	-	-	-	-	-
<b>Masons.</b>					
Railway No. 19 (track department), . . . . .	-	3.75	-	8	48
<b>Mechanics.</b>					
Railway No. 2, . . . . .	.3850	-	-	9	-
Railway No. 3 (master), . . . . .	.42	-	-	10	70
Railway No. 17, . . . . .	.35	-	-	9½	66½
Railway No. 17 (master), . . . . .	.42	-	-	9½	66½
<b>Metal Workers.</b>					
Railway No. 5 (special) (shop men), . . . . .	.38½	-	-	9	63
<b>Molders.</b>					
Railway No. 5 (shop men), . . . . .	.38½	-	-	9	63
<b>Night Men.</b>					
Railway No. 15, . . . . .	.25	-	-	10	70
Railway No. 17, . . . . .	.25	-	-	12	84
<b>Oilers.</b>					
Railway No. 1 (power plant), . . . . .	.3913	-	-	-	56
Railway No. 2 (car), . . . . .	.3554	-	-	9	-
Railway No. 2, . . . . .	.3999	-	-	9	-
Railway No. 4, . . . . .	.50	-	-	8	48
Railway No. 5 (chief) (power station), . . . . .	.42½	-	-	8	56
Railway No. 5 (other) (power station), . . . . .	.33	-	-	8	56
Railway No. 5 (car) (shop men), . . . . .	.28	-	-	9	63
Railway No. 6 (track), . . . . .	-	2.75	-	10	70
Railway No. 9 (power plant), . . . . .	.43½	-	-	8	56
Railway No. 10 (track), . . . . .	-	2.49	-	9	61
Railway No. 14 (track), . . . . .	-	2.49	-	9	61
Railway No. 19 (mechanical department), . . . . .	-	2.99	-	9	61
Railway No. 19 (track department), . . . . .	-	3.50 3.08 3.18	-	9	63
<b>Operators, Drill Press.</b>					
Railway No. 19 (mechanical department), . . . . .	-	3.42	-	9	53
<b>Operators, Sub-station.</b>					
Railway No. 2, . . . . .	.2908 .3323	-	-	9	-
<b>Operators, Switchboard.</b>					
Railway No. 4, . . . . .	.47½	-	-	8	48

<sup>1</sup> Employees state whether they prefer to work six days or seven days. Six-day workers are employed 54 hours each week and seven-day workers are employed 62 hours each week.

<sup>2</sup> Also receive a war bonus of 6 cents an hour for all time worked, same to be paid during war and for 6 months thereafter. All overtime, 1½ T.

<sup>3</sup> Saturdays, Sundays, and holidays, 8 hours a day.

TABLE 19. STREET AND ELECTRIC RAILWAY SERVICE—CONTINUED.  
CONSTRUCTION, MAINTENANCE, AND REPAIR SERVICE—Continued.

RAILWAYS AND OCCUPATIONS.	RATES OF WAGES			HOURS OF LABOR	
	Per Hour	Per Day	Per Week	Per Day	Per Week
<b>Packers, Car.</b>					
Railway No. 5 (freight house men), . . . . .	\$0.33	-	-	9	54
<b>Painters.</b>					
Railway No. 1 (rolling stock department), . . . . .	.3200-	-	-	-	1-
Railway No. 1 (helpers) (rolling stock department), . . . . .	.4372 .316-	-	-	-	1-
Railway No. 2, . . . . .	.360 .4034	-	-	9	-
Railway No. 2 (foremen), . . . . .	.4443	-	-	9	-
Railway No. 4 (car shops), . . . . .	.4888 .4414-	-	-	9½	51
Railway No. 5 (first class) (shop men), . . . . .	.48	-	-	9	63
Railway No. 5 (second class) (shop men), . . . . .	.35½	-	-	9	63
Railway No. 5 (foremen) (shop men), . . . . .	.33	-	-	9	63
Railway No. 9 (shops and electric line), . . . . .	.38½	-	-	9	54
Railway No. 9 (foremen) (shops and electric line), . . . . .	.41	-	-	9	54
Railway No. 12, . . . . .	.44 2.30½	-	-	9	63
Railway No. 13, . . . . .	.35½ .27¼	-	-	3-	3-
Railway No. 15, . . . . .	.35½	-	-	9	63
Railway No. 17 (boss), . . . . .	.319½	-	-	9½	61
Railway No. 17 (helpers), . . . . .	.36 .27	-	-	9½	57
Railway No. 19 (mechanical department), . . . . .	-	\$3.47 3.92 4.24 4.36	-	49	53
Railway No. 19 (foremen) (mechanical department), . . . . .	-	-	\$38.00	49	61
Railway No. 21, . . . . .	-	4.17	-	9	53
<b>Pattern Makers.</b>					
Railway No. 4, . . . . .	.75	-	-	9½	51
<b>Pavers.</b>					
Railway No. 4, . . . . .	.61	-	-	9	54
<b>Pipers.</b>					
Railway No. 19 (mechanical department), . . . . .	-	-	35.00	49	63
<b>Pitmen.</b>					
Railway No. 1 (rolling stock department), . . . . .	.36-	-	-	-	1-
Railway No. 1 (helpers) (rolling stock department), . . . . .	.43 .305-	-	-	-	1-
Railway No. 2, . . . . .	.430 .3554	-	-	9	-
Railway No. 7, . . . . .	-	2.50-	-	10	70
Railway No. 8, . . . . .	-	3.00	-	9	-
Railway No. 9 (shops and electric lines), . . . . .	-	3.24	-	9	54
Railway No. 13, . . . . .	.33 .29-	-	-	3-	3-
Railway No. 15, . . . . .	.35½	-	-	9	54
Railway No. 17, . . . . .	.327½ .26 .31½	-	-	9½	66½
Railway No. 18, . . . . .	-	3.00- 3.50 3.36 3.55	-	10	70
Railway No. 19 (mechanical department), . . . . .	-	-	-	49	61
Railway No. 19 (helpers) (mechanical department), . . . . .	-	3.11 3.80 3.11 3.42	-	49 9 9	61 61 61
Railway No. 21 (helpers), . . . . .	-	-	-	9	61

<sup>1</sup> Employees state whether they prefer to work six days or seven days. Six-day workers are employed 54 hours each week and seven-day workers are employed 62 hours each week.

<sup>2</sup> Also receive a war bonus of 6 cents an hour for all time worked, same to be paid during war and for 6 months thereafter. All overtime, 1½ T.

<sup>3</sup> Work 9 hours per day; 8 hours on Sunday; average 58 hours a week.

<sup>4</sup> Saturdays, Sundays, and holidays, 8 hours a day.

TABLE 19. STREET AND ELECTRIC RAILWAY SERVICE—CONTINUED.  
CONSTRUCTION, MAINTENANCE, AND REPAIR SERVICE—Continued.

RAILWAYS AND OCCUPATIONS.	RATES OF WAGES			HOURS OF LABOR	
	Per Hour	Per Day	Per Week	Per Day	Per Week
<b>Repairmen.</b>					
Railway No. 1 (power plant),	\$0. 4063- 5863	-	-	-	56
Railway No. 2 (truck),	3554- 4443	-	-	9	-
Railway No. 4 (car),	4344- 4834	-	-	9	62
Railway No. 5 (chief) (power station),	41	-	-	8	56
Railway No. 5 (other) (power station),	32½	-	-	8	56
Railway No. 5 (air brake) (shop men),	36½	-	-	9	63
Railway No. 5 (electrical) (shop men),	33¾	-	-	9	63
Railway No. 5 (motor and truck) (first class) (shop men),	35½	-	-	9	63
Railway No. 5 (motor and truck) (second class) (shop men),	33¾	-	-	9	63
Railway No. 7 (general),	-	\$2. 50- 3. 00	-	10	70
Railway No. 9 (power plant),	56½	-	-	8	56
Railway No. 12 (car),	1 2450- 31¾	-	-	9	63
Railway No. 18 (general),	-	3. 00- 3. 50	-	10	70
Railway No. 19 (control) (mechanical department),	-	4. 33	-	2 9	53
Railway No. 19 (field coil) (mechanical department),	-	3. 02	-	2 9	53
Railway No. 19 (foremen) (truck) (mechanical department),	-	-	\$40. 00	2 9	61
Railway No. 19 (assistant foremen) (truck) (mechanical department),	-	-	32. 50	2 9	61
<b>Shifters, Car.</b>					
Railway No. 5 (shop men),	.28	-	-	9	63
Railway No. 19 (mechanical department),	-	2. 80 2. 99	-	2 9	61
Railway No. 21,	-	3. 42	-	9	61
<b>Shop Men.</b>					
Railway No. 16,	-	-	18. 00- 27. 00	9	-
Railway No. 20,	30- 45	-	-	9	-
<b>Signal Men.</b>					
Railway No. 5 (linemen),	-	3. 35	-	9	63
<b>Storekeepers.</b>					
Railway No. 5 (shop men),	36¾	-	-	9	63
Railway No. 5 (helpers) (shop men),	24½	-	-	9	63
<b>Teamsters.</b>					
Railway No. 19 (mechanical department),	-	3. 03	-	2 9	61
<b>Telephone Men.</b>					
Railway No. 5 (linemen),	-	3. 50	-	9	63
<b>Track Greasers.</b>					
Railway No. 9 (power plant),	.31	-	-	9	63
Railway No. 17,	22½	-	-	10	70
<b>Trackmen.</b>					
Railway No. 1 (roadway department),	.375	-	-	-	3 -
Railway No. 4,	42½	-	-	9	54
Railway No. 8,	-	3. 25	-	9	-
Railway No. 10,	-	3. 08	-	9	53
Railway No. 11,	-	3. 00	-	9	-
Railway No. 16,	-	-	18. 00- 18. 00	9	-
Railway No. 20,	35½- 39½	-	-	9	-

<sup>1</sup> Also receive a war bonus of 6 cents an hour for all time worked, same to be paid during war and for 6 months thereafter. All overtime, 1½ T.

<sup>2</sup> Saturdays, Sundays, and holidays, 8 hours a day.

<sup>3</sup> Employees state whether they prefer to work six days or seven days. Six-day workers are employed 54 hours each week and seven-day workers are employed 62 hours each week.

TABLE 19. STREET AND ELECTRIC RAILWAY SERVICE—CONCLUDED.  
CONSTRUCTION, MAINTENANCE, AND REPAIR SERVICE—CONCLUDED.

RAILWAYS AND OCCUPATIONS.	RATES OF WAGES			HOURS OF LABOR	
	Per Hour	Per Day	Per Week	Per Day	Per Week
<b>Truckers.</b>					
Railway No. 1 (freight department), . . . . .	{ \$0.285- .355 }	-	-	-	1-
Railway No. 5 (freight house men), . . . . .	.30 <sup>2</sup> / <sub>3</sub>	-	-	9	54
Railway No. 19 (mechanical department), . . . . .	-	\$3.74	-	29	53
Railway No. 19 (helpers) (mechanical department), . . . . .	-	3.11	-	29	53
Railway No. 21, . . . . .	-	4.17	-	9	53
Railway No. 21 (helpers), . . . . .	-	{ 3.11 3.42 }	-	9	53
<b>Upholsterers.</b>					
Railway No. 19 (mechanical department), . . . . .	-	4.62	-	29	53
<b>Warehousemen.</b>					
Railway No. 1 (freight department), . . . . .	{ .320- .371 }	-	-	-	1-
<b>Washers, Car.</b>					
Railway No. 5 (shop men), . . . . .	.28	-	-	9	63
<b>Watchmen.</b>					
Railway No. 2 (and janitors), . . . . .	.2666	-	-	9	-
Railway No. 5 (shop men), . . . . .	-	-	{ \$20.90 21.90 }	12	84
Railway No. 9 (power plant), . . . . .	.33 <sup>1</sup> / <sub>2</sub>	-	-	9	63
Railway No. 11 (barrenmen), . . . . .	-	3.57	25.00	12	-
Railway No. 19 (mechanical department), . . . . .	-	3.11	-	29	61
<b>Watch Tenders.</b>					
Railway No. 2, . . . . .	.45	-	-	9	-
<b>Welders.</b>					
Railway No. 19 (track department), . . . . .	-	4.00	-	8	48
Railway No. 19 (substitute) (track department), . . . . .	-	3.75	-	8	48
<b>Wheelfitters.</b>					
Railway No. 19 (mechanical department), . . . . .	-	4.36	-	29	53
<b>Wiremen.</b>					
Railway No. 1 (rolling stock department), . . . . .	{ .3600- .4238 }	-	-	-	1-
Railway No. 1 (helpers) (rolling stock department), . . . . .	{ .3272- .4094 }	-	-	-	1-
Railway No. 2, . . . . .	.3554	-	-	9	-
Railway No. 5 (shop men), . . . . .	.40	-	-	9	63
Railway No. 19 (mechanical department), . . . . .	-	3.85	-	29	53
Railway No. 19 (helpers) (mechanical department), . . . . .	-	3.14	-	29	53
<b>Woodworkers,</b>					
Railway No. 4, . . . . .	{ .45- .48 <sup>3</sup> / <sub>4</sub> }	-	-	9 <sup>1</sup> / <sub>4</sub>	51

<sup>1</sup> Employees state whether they prefer to work six days or seven days. Six-day workers are employed 54 hours each week and seven-day workers are employed 62 hours each week.

<sup>2</sup> Saturdays, Sundays, and holidays, 8 hours a day.

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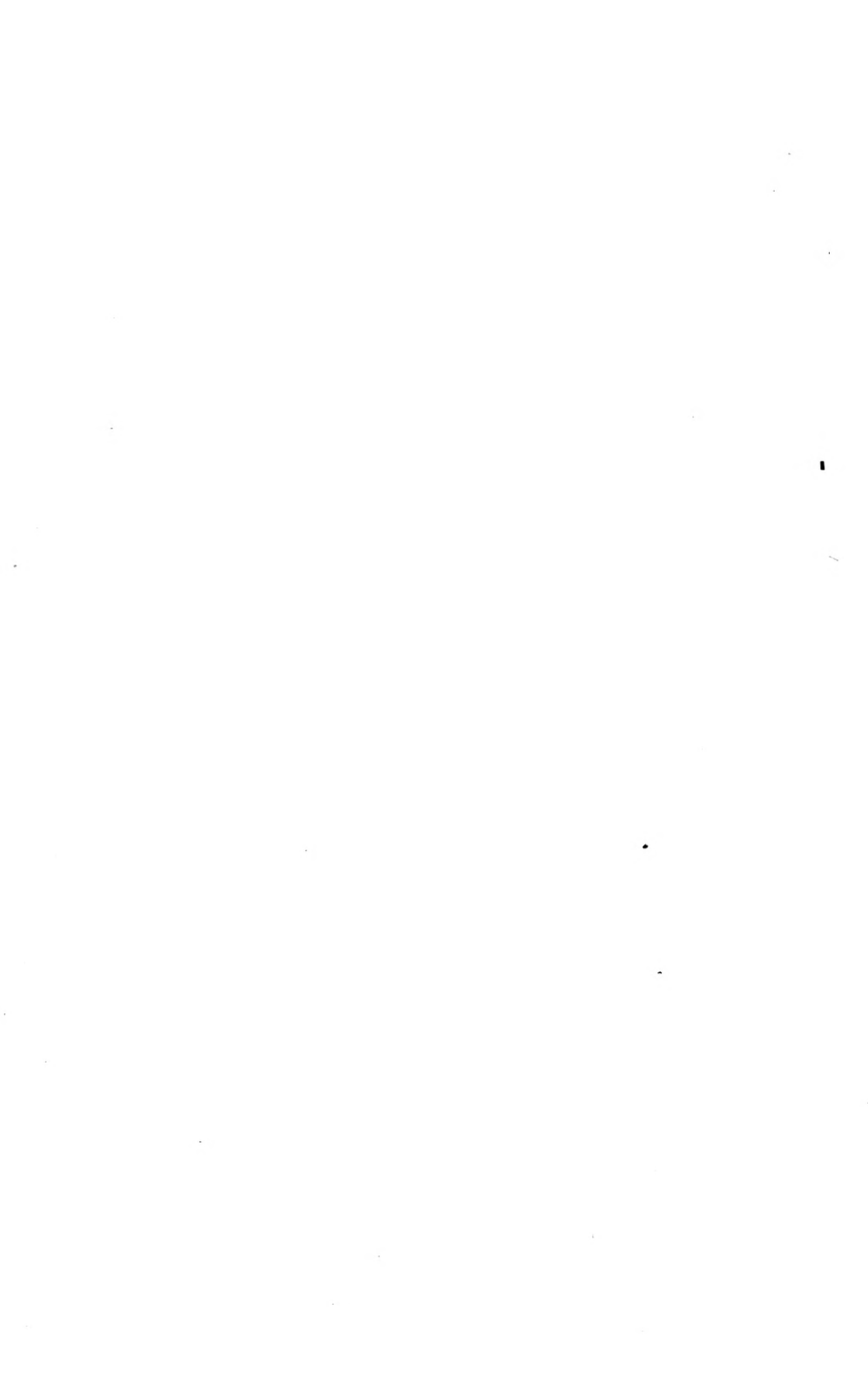
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PART III

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LABOR LEGISLATION IN MASSACHUSETTS  
1915 TO 1919, INCLUSIVE

(ISSUED AS LABOR BULLETIN No. 129)

(SUPPLEMENTARY TO LABOR BULLETIN No. 104)



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# LABOR LEGISLATION IN MASSACHUSETTS, 1915-1919, INCLUSIVE.

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## INTRODUCTORY.

This bulletin contains the text of the laws relative to labor, broadly defined, enacted by the Legislature of Massachusetts during the five-year period, 1915 to 1919, inclusive, and is intended to serve as a supplement <sup>1</sup> to Labor Bulletin No. 104, entitled "Handbook of Labor Laws in Massachusetts", which consisted of a compilation of the labor laws in effect in the Commonwealth at the close of the legislative session of 1914. Certain other matter, described below, having a direct bearing upon the labor legislation of 1919 is also included in this bulletin.

## SURVEY OF LABOR LEGISLATION DURING THE PERIOD.

A survey of the labor legislation enacted in Massachusetts during the five-year period under review shows that, aside from certain important war emergency measures, the laws passed were, for the most part, amendatory in character, effecting, merely, changes and corrections in the substantive existing laws, and establishing no distinctively new principle in the matter of labor legislation. Whether or not the labor legislation since 1914 would have been greater in volume and different in character had the war not occurred is a matter of conjecture; nevertheless, the fact remains that, during the past five years, the Legislature has evidently sought, primarily, to maintain the *status quo* in the regulation of industry, and, wherever the passage of far-reaching legislation would involve large expenditures of public funds (as would have been the case had the proposed system of social insurance been established), it has apparently not been disposed to embark upon such projects at a time when participation by this country in the war was either imminent or actual.

## LABOR LEGISLATION IN 1919.

*Women and Children.* Of the measures affecting labor passed by the General Court during the session of 1919, the Act (Gen. Acts, c. 113) reducing the maximum number of hours during which children under 18 years of age and women may be employed in laboring in "any factory or workshop, or in any manufacturing, mer-

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<sup>1</sup> The present bulletin virtually supersedes Labor Bulletins Nos. 110, 116, 122 and 125, which contained, respectively, the text of the labor laws passed by the Massachusetts Legislature during the several years 1915, 1916, 1917, and 1918. The edition of two of these bulletins has become so nearly exhausted that it has been found advisable to reprint in the present bulletin the text of the labor laws passed during the five-year period, 1915 to 1919, inclusive. Furthermore, the publication of the labor legislation of the several years in a single supplement to the "Handbook" enables the reader to locate the provisions of law relative to labor now in effect more readily than would be possible were it necessary to consult five separate supplements in conjunction with the "Handbook."

cantile, mechanical establishment, telegraph office or telephone exchange or by any express or transportation company" from fifty-four to forty-eight hours a week appears to be the most important. Two Acts, one establishing continuation schools by certain cities and towns for certain employed minors (Gen. Acts, c. 311) and the other regulating further the issuance of employment certificates (Gen. Acts, c. 62) are significant in that they make possible a longer period of training and education for those young people who are forced too early into the factories and workshops.

*Consolidation of Departments.* The Act reorganizing in departments the executive and administrative functions of the Commonwealth (Gen. Acts, c. 350) provides not only for important changes in the duties and powers of several departments and for the transfer of large numbers of State employees to new and larger departments, but also for the centralization in one department of the administration and enforcement of nearly all of the labor laws. The principal changes in this respect are the creation of a Department of Labor and Industries (§§ 69-78) to which are transferred the powers and duties of the Board of Labor and Industries, the Board of Conciliation and Arbitration, the Minimum Wage Commission, and the Commissioner of Standards, and of such of the powers and duties of the Bureau of Statistics as pertain to the compilation of statistics of labor and manufactures as well as the operation and maintenance of the public employment offices. A Commissioner of Labor and Industries, an Assistant Commissioner and three Associate Commissioners are to constitute the executive officers of the new department. The powers and duties of the Board of Conciliation and Arbitration and of the Minimum Wage Commission are vested directly in the Associate Commissioners who constitute a separate board therein for such purposes. Several divisions (but not more than five) with their respective directors, inspectors, experts, and clerical assistants are to be organized, thus effecting not only a greater co-ordination of the administrative offices, which formerly were not closely associated, but also making possible a more comprehensive compilation of statistical material than has been possible heretofore. The Act creates also a Department of Civil Service and Registration (§§ 63-67) to which are transferred all of the powers and duties of the Civil Service Commission and of the various State boards of registration, — the department being organized into two divisions, namely, a Division of Civil Service and a Division of Registration. By this Act provision is also made for the transfer of the powers and duties of the State Board of Retirement and of the Commissioners on Firemen's Relief to the Department of the Treasurer and Receiver-General (§§ 28 and 30); of the powers and duties of the Homestead Commission to the Department of Public Welfare (§ 90); and of those of the District Police, the Board of Boiler Rules, the Board of Elevator Regulations and the office of the Fire Prevention Commissioner to the Department of Public Safety (§ 99). The further regulation of wage boards under the Minimum Wage Commission, with greater authority to fill vacancies therein (Gen. Acts, c. 72), the requiring of certain employers to keep records of the hours of labor of their employees (Sp. Acts, c. 76), and further regulations as to posting of notices in places of employment of labor (Gen. Acts, c. 77) should also receive mention in this connection.

*Workmen's Compensation.* The minimum compensation to be paid for total incapacity was increased to seven dollars a week and the maximum to sixteen dollars a week (Gen. Acts, c. 197). A special fund to provide for payments of additional compensation in certain instances was created (Gen. Acts, c. 272), and further regulations governing payments by insurance companies were made effective (Gen. Acts, c. 226).

*Employment and Unemployment.* Three Acts in this group are of special interest: An Act requiring the Board of Education to assist teachers in procuring positions (Gen. Acts, c. 292, § 6), an Act appropriating \$10,000 for the purpose of aiding returning soldiers, sailors, and marines in securing employment (Sp. Acts, c. 112), and an Act establishing the Soldiers' and Sailors' Commission, charged with the duty of procuring employment for and furnishing other aid in the form of industrial education, etc., to veterans and their dependents (Gen. Acts, c. 125).

*Pensions.* Legislation during the year relative to pensions was chiefly amendatory in character, but within the law reorganizing the departments of the Commonwealth may be found a provision stipulating that pensions of employees transferred thereunder are not to be abrogated or in any way affected thereby (Gen. Acts, c. 350, § 4). Other new pension laws deserving mention are: An Act authorizing cities and towns to pension public school janitors (Gen. Acts, c. 143), an Act authorizing the payment of annuities to widows and children of deceased policemen and firemen of Boston (Sp. Acts, c. 93), and several special Acts authorizing the payment of pensions to certain employees in Holyoke, Lowell, Milton, and Worcester and other cities.

*Industrial Education.* Three Acts having reference primarily to the rehabilitation and return to productive employment of disabled soldiers, sailors, and injured workmen were as follows: A Resolve providing for the appointment of a special commission to investigate as to methods of training disabled soldiers and sailors (Res. 56); a Resolve providing for an investigation as to the practicability of using new contrivances for disabled industrial workers and for aiding in the restoration of disabled soldiers to productive employment (Res. 53), and a Resolve appropriating \$10,000 for the relief of blind and needy persons and appointing a special commission to investigate all matters relative to the registration, care, and relief of blind persons in the Commonwealth (Res. 48).

*Public Employment.* The law reorganizing the State departments (Gen. Acts, c. 350), discussed at some length above, provides for the transfer of employees from one department to another without further examination under the Civil Service (§ 3), the preservation of their status under the Retirement Act (§ 4), and the exemption from the provisions of the civil service of the heads of divisions of departments (§ 11). In the appointment of men to positions in public employment veterans are to be given a preferred rating under the civil service (Gen. Acts, cc. 150 and 315). Salaries of specific local groups of public employees were increased in certain instances, *e.g.*, janitors in the employ of Bristol County (Gen. Acts, c. 170); officers and employees of the Reformatory for Women (Gen. Acts, c. 233); certain prison clerks (Gen. Acts, c. 234); certain engineers and firemen in the employ of the Commonwealth (Gen. Acts, cc. 157, 201); watchmen at the State House (Gen. Acts, c. 202); porters at the State House (Gen. Acts, c. 215); and certain turnkeys and watchmen in the prison service (Gen. Acts, c. 213). Other Acts affecting public employees were those providing for the division into day and night forces of the permanent members of fire departments (Gen. Acts, c. 132); the granting of vacations of twelve working days for all laborers, workmen, and mechanics in the employ of the Commonwealth (Gen. Acts, c. 152); and the prohibiting of paid employees or officials of the Commonwealth from promoting or opposing "for valuable consideration" the acceptance of laws by voters (Gen. Acts, c. 196).

*Other Measures.* The Act authorizing manufacturing corporations to provide by law for the nomination and election by their employees of one or more employees as

members of the boards of directors (Gen. Acts, c. 20) is significant in that it suggests a possible means of securing a larger measure of industrial harmony in such establishments. By amendment to the law relative to the posting of rates of compensation in textile factories it was provided that "the specifications shall be sufficiently clear and complete as to enable the operative to determine readily the price payable for the cut or piece" (Gen. Acts, c. 193).

#### METHOD OF PRESENTATION.

In the present bulletin on account of the fact that the text can readily be found in earlier bulletins of the Bureau, the law as to co-operative associations has been reduced to a note thereon, explanatory of the omission. So also, in this compilation of all labor legislation since 1914, many Resolves, Special Acts, and Acts of appropriation of previous years, on account of their temporary nature, have been omitted, — the paragraph numbers previously allotted thereto and the titles of such legislation in the various instances only being retained. Likewise, all special enactments of the current year having to do with the appointment or salary of specific or separate individuals, as distinguished from groups or classes of employees, have been omitted.

It should also be noticed that Gen. Acts, 1918, c. 257, originally to have taken effect February 1, 1919, and containing many provisions amendatory of the general labor laws, has been so amended as to take effect February 1, 1920.<sup>1</sup> Such change in each instance has been noted by a footnote. All laws which it is deemed ~~are~~ to take effect later than November 1 of the current year are so designated by a footnote thereto; but laws which took effect upon their passage or prior to November 1 of the current year are not so designated.

In this bulletin, as in Bulletin No. 104, to which it is supplementary, the several enactments have been classified by subjects rather than by chapter numbers in order that the legislation on any particular subject may be more readily accessible. In the preparation of such classification it has been necessary to re-arrange to some extent the various acts, chapters, sections, and even parts of sections, by transferring or omitting certain words, phrases, and clauses and by inserting certain matter in order to make the context clear. Each enactment in any of the five years amending an earlier act has been given the same paragraph number assigned to the earlier enactment in the Handbook, and those specific words, phrases, etc., which are merely in the nature of amendments have been set in italics so that the effect of the amendment may be readily observed. For purposes of conciseness certain phrases, which for present purposes are non-essential, have been omitted, such omissions being indicated by three points, thus: . . . . Wherever any insertion, for the purposes of correlation or explanation, has been made, such insertion has been enclosed in brackets, thus: [            ]. Citations of sections printed in this supplement are given in italic type, enclosed in brackets, at the end of each paragraph, thus: [*Gen. Acts, 1916, c. 21, § 1*], to indicate where may be found, in the official edition of the Revised Laws or of the Acts and Resolves, the complete text of the sections here presented. Such citations usually include the amendments to the section during the last five years, in addition to its original date of enactment, with the chapter number, wherever such original act has not been repealed.

<sup>1</sup> See Gen. Acts, 1919, c. 5.



For the purpose of avoiding a considerable amount of repetition, those sections the text of which permits of more than one classification have generally been placed where it is deemed they are most pertinent. In a few instances, however, it was considered advisable to repeat or refer to such section under another caption.

Certain acts passed during the legislative sessions of 1915 to 1919, inclusive, which did not specifically amend any part of the text of the law as published in the Handbook, bear, nevertheless, closely upon the subject matter contained therein. In such cases the text of the law has been given the same paragraph number as that in the Handbook to which it most nearly corresponds, accompanied, however, by a capital letter A, B, etc., indicating that such paragraph, while not amending the original paragraph in the Handbook, is supplementary thereto. In other words, these sections have been so designated as to correlate them with the corresponding sections in the Handbook bearing most nearly on the subject matter of the new legislation.

Under "Administrative Provisions" have been printed certain provisions of the laws governing the various State boards and commissions which are more directly concerned with the subject of labor. Special legislation affecting a particular city or town, wherever significant as a labor measure, has been included; especially is this true of provisions relative to the extension of the civil service.

The second main division of this Bulletin consists of an index, in tabular form, to the numerous bills affecting labor which were introduced during the legislative session of 1919; and in this index information is given with reference to the more important stages through which the several bills passed, namely, the committee to which referred, the report of such committee, the final disposition of the bill, and, if enacted, the chapter number assigned thereto, in order that the reader may observe at a glance the principal action taken thereon by the Legislature. Certain bills having merely a general bearing on the subject of labor have been included in this index, but the actual text of the final enactments has been omitted from the first division of this bulletin for the reason that the matter was not deemed of sufficient significance as a labor measure to justify its being printed in full. All bills appropriating money for the use of an administrative body and all bills affecting designated individuals, only, have been excluded. With reference to the character of the legislation proposed it is of particular interest to note that of the bills introduced during the year a comparatively large number had reference to the extension of the civil service law to new branches of the public service.

The third division of this Bulletin contains an opinion of the Attorney General on legislation pending during the session of 1919; and in the fourth division have been reprinted the recommendations concerning labor which appeared in the inaugural address of the Governor.

A table showing the disposition of statutes cited in the text of the acts passed during the legislative sessions of 1915 to 1919, inclusive, is appended. By means of this table one may readily locate any specific act or section.

The index appended hereto corresponds closely to the index published in the Handbook and should serve as a means of readily locating by subject any act or section passed during the past five years, regardless of its classification in this compilation.

## I.

TEXT OF THE ACTS AFFECTING LABOR PASSED DURING THE  
LEGISLATIVE SESSIONS OF 1915 TO 1919, INCLUSIVE.

## A. ADMINISTRATIVE PROVISIONS.

1. CIVIL SERVICE COMMISSION.<sup>1</sup>

(See also under Public Employment.)

**11F. Reorganization of the civil service.** — (a) *Abolition of the Civil Service Commission; new department to be created.* — The civil service commission, existing under authority of R. L., c. 19, and acts in amendment thereof and in addition thereto, is hereby abolished. All the rights, powers, duties and obligations of said commission and of its members and officers are hereby transferred to and shall hereafter be exercised and performed by the department of civil service and registration established by this act, which shall be the lawful successor of said commission. The board of registration in medicine, the board of dental examiners and the board of registration in pharmacy, as now organized and existing under authority of R. L., c. 76, and acts in amendment thereof and in addition thereto; the board of registration of nurses, as now organized and existing under authority of Acts, 1910, c. 449, as amended; the board of registration in embalming, as now organized and existing under authority of Acts, 1905, c. 473; the board of registration in optometry, as now organized and existing under authority of Acts, 1912, c. 700; the board of registration in veterinary medicine, as now organized and existing under authority of Acts, 1903, c. 249, and the state examiners of electricians, as now organized and existing under authority of Gen. Acts, 1915, c. 296, are hereby placed in and shall hereafter serve in the said department. [Gen. Acts, 1919, c. 350, § 63.]

(b) *The department to be comprised of two divisions.* — The department of civil service and registration shall be organized in two divisions, namely, a division of civil service and a division of registration.

The division of civil service shall include the functions heretofore exercised by the civil service commission. The division of registration shall include the several boards of registration and the state examiners of electricians specified in the foregoing section.

The commissioner of civil service and the director of registration, hereinafter provided for, shall act as a board in all matters affecting the department as a whole. [Gen. Acts, 1919, c. 350, § 64.]

(c) *Appointments and terms of office of the commissioners of the division of civil service.* — The division of civil service shall be under the supervision and control of a commissioner to be known as the commissioner of civil service, and two associate commissioners, all of whom shall be appointed by the governor with the advice and consent of the

<sup>1</sup> Gen. Acts, 1915, c. 6, and Gen. Acts, 1916, c. 297 (see Labor Bulletin No. 122, paragraphs 2, 10, 11A to 11E) having reference to the organization, duties, etc., of the Commission have been omitted. They are in part superseded by Gen. Acts, 1919, c. 350, §§ 63-67, inclusive.

council. The first appointment of the commissioner and the associate commissioners shall be for terms of one, two and three years, said terms to be allotted to the commissioner and to the associate commissioners as the governor may determine. Thereafter the governor shall appoint the commissioner and the associate commissioners for the term of three years, shall fill any vacancy for the unexpired term, and may, with the consent of the council, remove any commissioner. The commissioner shall receive such annual salary, not exceeding five thousand dollars, and the associate commissioners such annual salary, not exceeding two thousand dollars, as the governor and council may determine. The associate commissioners shall not be of the same political party. [*Gen. Acts, 1919, c. 350, § 65.*]

(d) *Duties and powers of such commissioners.* — The commissioner and associate commissioners shall constitute a board which shall prepare all rules and regulations, hear and decide all appeals taken by an applicant, eligible person, or appointee from any decision of the commissioner, pass on appointments made by the mayor of the city of Boston as required by Acts, 1909, c. 486, as amended, select special examiners and determine the scope and weight of all examinations. The said board may appoint and remove a deputy commissioner of the division of civil service, determine his powers and duties, and, subject to the approval of the governor and council, fix his compensation. Said board may authorize the commissioner to organize the division into subdivisions, and to assign officers and employees of the division thereto. Meetings of the board shall be held at least once a month, at such times as it may by rule determine, and meetings shall also be held at the request of any member thereof.

The commissioner shall be the executive and administrative head of the division, and shall exercise the functions of the civil service commission, except as is otherwise expressly provided herein. He shall have charge of the administration and enforcement of all laws, rules and regulations which it is the duty of the department to administer and enforce, and shall direct all examinations and investigations which the department is authorized to conduct. He may, subject to the civil service law and rules, where they apply, appoint and remove such officers and employees as the work of the department may require, and, subject to the provisions of Gen. Acts, 1918, c. 228, and the rules and regulations made thereunder, and to the approval of the governor and council, where that is required by law, fix the compensation of such persons.

The associate commissioners, or either of them, may at any time require the commissioner or any official or employee of the board to give full information, and produce all papers and records, relating to any official act performed by him. [*Gen. Acts, 1919, c. 350, § 66.*]

(e) *Appointment and duties of the director of registration.* — The division of registration shall be under the supervision of a director, to be known as the director of registration. He shall be appointed by the governor, with the advice and consent of the council, for a term not exceeding two years and, with like approval, may be removed by the governor. He shall receive such annual salary, not exceeding fifteen hundred dollars, as the governor and council may determine.

The several boards of registration and examination included in said division shall continue to exercise their functions as heretofore. It shall be the duty of the director to supervise the work of the several boards, recommend changes in methods of conducting examinations and transacting business, and from time to time to make such reports to the governor and council as they may require or as he may deem expedient. [*Gen. Acts, 1919, c. 350, § 67.*]

2. STATE BOARD OF LABOR AND INDUSTRIES.<sup>1</sup>**15A. Powers and duties increased to include those of the Joint Board. —**

The powers and duties of the state board of labor and industries and the industrial accident board, sitting jointly, in accordance with the provisions of Acts, 1913, c. 813, are hereby transferred to the state board of labor and industries. [*Gen. Acts, 1916, c. 308, § 1.*]

**23-28. Appointment, qualifications, and salaries of inspectors. —** Repealed by Gen. Acts, 1919, c. 224, § 1. Re-enacted in new form as follows: — The board shall have power to appoint and remove industrial health inspectors, *inspectors of building operations*, industrial inspectors, assistant industrial inspectors, and necessary clerical assistants, subject to the laws of the commonwealth relating to the appointment and removal of employees in the classified civil service. The total number of industrial health inspectors, *inspectors of building operations*, industrial inspectors and assistant industrial inspectors shall not exceed *thirty-nine*, of whom at least four shall be women and *four, to the extent that vacancies exist or shall occur, shall be men who have worked at least three years as building construction workmen: provided, however, that persons employed on the thirty-first day of May in the year nineteen hundred and nineteen, as temporary inspectors shall be retained, without further examination, as permanent inspectors.* The civil service commission shall prepare rules, subject to the approval of the governor and council, for including in the classified service all industrial health inspectors, *inspectors of building operations*, industrial inspectors, assistant industrial inspectors, and clerical assistants. Said rules shall provide that candidates for appointment shall pass an examination of a comprehensive and practical character based upon the particular requirements of the kind of work to be done; *provided, that persons employed at the time when this act takes effect as inspectors of factories and public buildings in the inspection department of the district police and not retained in said department, as provided in section twelve of this act, shall be transferred without such special examination, and without regard to age, to serve as industrial inspectors or inspectors of building operations. Such transfer shall not affect any rights of retirement with pension that shall have accrued at the date when it is made, or would thereafter accrue to an inspector so transferred, but all such rights shall be retained by any inspector as if he had remained a district police officer.* Industrial health inspectors shall be persons admitted to practice medicine in this commonwealth, or persons especially qualified by technical education in matters relating to health and sanitation. [*Gen. Acts, 1919, c. 224, § 1.*]

**29A. Hours and conditions of labor in hotels and restaurants to be investigated. —** [By the provisions of *Res., 1916, c. 74*, the Board was "authorized and directed to investigate the hours and conditions of labor prevailing in hotels and restaurants throughout the Commonwealth." The report of its investigations was submitted to the legislature in January, 1917.]

**29B. Duties with respect to suspension of the labor laws.<sup>1</sup> —** [The "War Emergency Industrial Commission" which was appointed by the board under the provisions of *Gen. Acts, 1917, c. 342, § 24*, to hear and act upon applications with reference to suspension of the labor laws went out of existence upon the signing of the armistice on November 11, 1918. The text of the act is, therefore, omitted.]

<sup>1</sup> For a resolve absolving the State Board of Labor and Industries from compiling the labor laws in 1915, see *Res., 1915, c. 15*. For a resolve relative to an investigation of the efficiency of the Board, see *Res., 1918, c. 73*.

**29C. Organization of the Department of Labor and Industries.** — (a) *Departments affected.* — The board of labor and industries, existing under authority of Acts, 1912, c. 726, and acts in amendment thereof and in addition thereto; the board of conciliation and arbitration, existing under authority of Acts, 1909, c. 514, as amended by Acts, 1914, c. 681, and acts in amendment thereof and in addition thereto; the minimum wage commission, existing under authority of Acts, 1912, c. 706, and acts in amendment thereof and in addition thereto; the office of commissioner of standards, existing under authority of Acts, 1907, c. 534, and of Gen. Acts, 1918, c. 218; and the office of surveyor general of lumber, existing under authority of R. L., c. 60, are hereby abolished. All the rights, powers, duties and obligations of the said boards, commissions and offices, or of any member or official thereof, and those of the bureau of statistics, or the director thereof, with respect to collecting, arranging and publishing statistical information relative to the commercial and industrial condition of the people, and the productive industries of the commonwealth, usually designated as the statistics of labor and manufactures, and with respect to the establishment and maintenance of public employment offices and with respect to all other matters not otherwise provided for by this act, are hereby transferred to and shall hereafter be exercised and performed by the department of labor and industries, established by this act, which shall be the lawful successor of said boards, commissions, and offices and of said bureau of statistics, and the director thereof, with respect to the said rights, powers, duties and obligations. The powers and duties conferred and imposed upon the industrial accident board by Acts, 1911, c. 751, Pt. IV, § 18, are also transferred to and shall hereafter be exercised and performed by said department. [*Gen. Acts, 1919, c. 350, § 69.*]

(b) *Appointments, salaries and terms of commissioners.* — The department of labor and industries shall be under the supervision and control of a commissioner, to be known as the commissioner of labor and industries, an assistant commissioner, who may be a woman, and three associate commissioners, one of whom shall be a representative of labor and one of whom shall be a representative of employers of labor, all of whom shall be appointed by the governor, with the advice and consent of the council. The first appointment of the commissioner and assistant commissioner shall be for the term of three years, and of the associate commissioners for the terms of one, two and three years, respectively. Thereafter as the terms expire the governor shall in like manner appoint the said commissioners for terms of three years, shall fill any vacancy for the unexpired term, and may, with the consent of the council, remove any commissioner. The commissioner shall receive such annual salary not exceeding seven thousand five hundred dollars, and the assistant commissioner and associate commissioners such annual salary, not exceeding four thousand dollars each, as the governor and council may determine. [*Gen. Acts, 1919, c. 350, § 70.*]

(c) *Duties and powers of the commissioner.* — The commissioner shall be the executive and administrative head of the department. He shall have charge of the administration and enforcement of all laws, rules and regulations which it is the duty of the department to administer and enforce, and shall direct all inspections and investigations except as is otherwise provided herein. He may organize the department in such divisions as he may from time to time determine, and may assign the officers and employees of the department thereto. He shall prepare for the consideration of the associate commissioners, rules and regulations, in accordance with existing law, to carry out the provisions of this act relative to the department. All rules and regulations

so prepared shall take effect, subject to the provisions of Gen. Acts, 1917, c. 307 where applicable, when approved by the associate commissioners, or upon such date as they may determine. The commissioner may designate an associate commissioner to discharge the duties of the commissioner during his absence or disability. [*Gen. Acts, 1919, c. 350, § 71.*]

(d) *Duties and powers of the associate commissioners.* — The associate commissioners shall constitute a board to be known as the board of conciliation and arbitration, which shall have the authority and exercise the functions heretofore vested in the board of conciliation and arbitration and in the minimum wage commission, except as to matters of an administrative nature, and in pursuance of the said authority shall, if they deem it necessary, investigate immediately the circumstances of any industrial dispute which arises, shall establish wage boards and review their reports, and may issue special licenses under the provisions of Acts, 1912, c. 706, § 9. In all investigations and proceedings conducted by said associate commissioners they shall have authority to summon witnesses, to administer oaths, to take testimony and to require the production of books and documents. In any controversy referred to the board on a joint application under any arbitration agreement they shall employ special experts at the request of either party. One such expert shall be selected from a list furnished by each party to the controversy. The expense of such experts shall be borne by the commonwealth. They shall be assigned such assistants from the officers and employees of the department as the commissioner and they shall from time to time determine. The fees of witnesses before the associate commissioners for attendance and travel shall be the same as those of witnesses before the superior court, and shall be certified and paid in accordance with the provisions of Acts, 1909, c. 514, § 15, and acts in amendment thereof and in addition thereto. [*Gen. Acts, 1919, c. 350, § 72.*]

(e) *Duties of the assistant commissioner as to matters relating to women and minors.* — In all matters relating specifically to women and minors the assistant commissioner shall have and exercise such duties and authority as may be prescribed by the commissioner with the approval of the associate commissioners. [*Gen. Acts, 1919, c. 350, § 73.*]

(f) *Appointment of directors, experts, inspectors, assistants, clerks, etc.* — The commissioner and associate commissioners may, with the approval of the governor and council, appoint, and fix the salaries of, not more than five directors, and may, with like approval, remove the directors. Each director shall be assigned to take charge of a division of the department. The commissioner may also, subject to the civil service law and rules, where they apply, employ and remove such experts, inspectors, investigators, clerks and such other assistants as the work of the department may require, and, subject to the provisions of Gen. Acts, 1918, c. 228, and the rules and regulations established thereunder, and to the approval of the governor and council, where that is required by law, fix the compensation of the said persons. The commissioner may require that certain inspectors in the department, not more than seven in number, shall be persons qualified by training and experience in matters relating to health and sanitation. [*Gen. Acts, 1919, c. 350, § 74.*]

(g) *Number, qualifications, and powers of inspectors and others.* — All directors, inspectors and other permanent employees of the department shall devote their whole time to the affairs of the department, and all directors and inspectors, and such other employees as may be designated by the commissioner, shall, before entering upon their duties, be sworn to the faithful performance thereof. Inspectors shall have the police powers granted by existing law to the inspectors of the board of labor and industries,

except that those assigned to exercise the functions now exercised by the commissioner of standards shall have the powers now possessed by inspectors appointed by the commissioner of standards.

The number of inspectors employed by the department shall not, at first, exceed the number of inspectors in the service of the boards, commissions, and bureaus hereby abolished, and shall not thereafter be increased without the approval of the governor and council. The commissioner and associate commissioners shall determine from time to time how many of the inspectors employed shall be women. Acts, 1912, c. 726, § 10, shall apply to inspectors appointed under the provisions of this section. [*Gen. Acts, 1919, c. 350, § 75.*]

(h) *Committees may be appointed.* — The commissioner and associate commissioners may appoint committees, on which employers and employees shall be represented, to investigate and recommend rules and regulations, and changes in existing rules and regulations, within the scope of the powers and duties of the department. [*Gen. Acts, 1919, c. 350, § 76.*]

(i) *Commissioner of standards and surveyor general of lumber to be under the commissioner.* — All the rights, powers, duties and obligations of the commissioner of standards and the surveyor general of lumber shall be assigned to a division of the department, and the director in charge of said division shall be known as the director of standards. He shall exercise the functions of the commissioner of standards and the surveyor general of lumber, and shall perform such other duties as may be assigned to him by the commissioner. [*Gen. Acts, 1919, c. 350, § 77.*]

(j) *Persons affected by rules of the department to have recourse to the courts.* — Any person affected by an order, rule or regulation of the department may, within such time, as the associate commissioners by vote may fix, which shall not be less than ten days after notice of the order, or the taking effect of the rule or regulation, appeal to the associate commissioners, who shall thereupon grant a hearing, and after the hearing may amend, suspend or revoke such order, rule or regulation. The commissioner may, pending such hearing, grant a temporary suspension of the order, rule or regulation appealed from. Any person aggrieved by an order approved by the associate commissioners may appeal to the superior court: *provided*, that the appeal is taken within fifteen days after the date when the order is approved. The superior court shall have jurisdiction in equity upon such appeal, to annul the order, if it is found to exceed the authority of the department, and upon petition of the commissioner, to enforce all valid orders issued by the department. Nothing herein contained shall be construed to deprive any person of the right to pursue any other lawful remedy. [*Gen. Acts, 1919, c. 350, § 78.*]

### 3. INDUSTRIAL ACCIDENT BOARD.

**35A. Reorganization of the Board.**<sup>1</sup> — The industrial accident board, established by Acts, 1911, c. 751, Pt. III, § 1, as am. by Acts, 1912, c. 571, § 6, shall hereafter consist of seven instead of five members. The term of office of the two additional members shall be five years, except that when first appointed one shall be appointed for a term of five years and one for a term of three years. The chairman of the said board shall, from time to time, designate five members to serve as a reviewing board,

<sup>1</sup> See paragraph 36 (c).

and three members shall constitute a quorum to decide all matters which are required to be heard by the board. [*Gen. Acts, 1917, c. 297, § 1.*]

**35AA. Name changed.** — The department of industrial accidents shall consist of the industrial accident board as now organized and existing under Acts, 1911, c. 751, and acts in amendment thereof and in addition thereto. All provisions of law relating to the industrial accident board shall continue in full force and effect except as is otherwise provided in this act. [*Gen. Acts, 1919, c. 350, § 68.*]

**36. Salaries of members and certain others changed.** — (a) *Salaries.* — The salary of the chairman of the industrial accident board shall be fifty-five hundred dollars a year, and that of each of the other members of said board five thousand dollars a year. The members of the board shall devote their whole time in business hours to the work of the board. The salary of the secretary of the board shall be forty-five hundred dollars a year and that of the medical adviser forty-five hundred dollars a year. [*Gen. Acts, 1919, c. 299, § 1.*]

(b) *When to take effect.* — The increases in salary provided for by this act shall not take effect until an appropriation has been made sufficient therefor, and then as of the first day of June in the current year. [*Gen. Acts, 1919, c. 299, § 2.*]

(c) *Number of members of the Board to be changed.* — From and after the expiration of the term of the first retiring member of said board, the board shall consist of six members. In case of a resignation or other vacancy in the meantime such vacancy shall not be filled. [*Gen. Acts, 1919, c. 299, § 3.*]

**38. Duties and powers.**<sup>1</sup> — The board may make rules not inconsistent with this act for carrying out the provisions of the act. Process and procedure under this act shall be as *simple and* summary as reasonably may be. The board or any member thereof shall have the power to subpoena witnesses, administer oaths, and to examine such parts of the books and records of the parties to a proceeding as relate to questions in dispute. *Upon the written request of the board or of any member thereof, together with interrogatories and cross-interrogatories, if any there be, filed with the clerk of the superior court for any county of this commonwealth, commissions to take depositions of persons or witnesses residing without the commonwealth, or in foreign countries, or letters rogatory to any court in any other of the United States or to any court in any foreign country, shall forthwith issue from the said superior court, as in cases pending in said superior court, and upon the return of the said depositions or answers to letters rogatory the same shall be opened by the clerk of the court which issued the commissions or letters, and the said clerk shall endorse thereon the date upon which any deposition or answer to letters rogatory was received and the same shall forthwith be delivered to the board. No entry fee shall be charged in such cases. . . .* [*Acts, 1911, c. 751, Pt. 111, § 3, as am. by Acts, 1912, c. 571, § 8, and by Gen. Acts, 1915, cc. 123, 275.*]

<sup>1</sup> By Gen. Acts, 1916, c. 308, § 1, the Joint Board of the State Board of Labor and Industries and of the Industrial Accident Board was abolished, and the duties and powers of the Joint Board were transferred to the State Board of Labor and Industries. See paragraphs 15A and 29C (a).



4. DISTRICT POLICE.<sup>1</sup>

**58A. Reorganization of the department.** — (a) *Consolidation of the District Police, the Board of Boiler Rules, the Board of Elevator Regulations and other departments; creation of the Department of Public Safety.* — The district police force, existing under authority of R. L., c. 108, and acts in amendment thereof and in addition thereto, and all offices, departments and divisions thereof; the board of boiler rules, existing under authority of Acts, 1907, c. 465; the board of elevator regulations authorized under authority of Acts, 1913, c. 806; and the office of fire prevention commissioner of the metropolitan district, existing under authority of Acts, 1914, c. 795, are hereby abolished. All the rights, powers, duties and obligations of the district police, said boards and said offices are hereby transferred to, and shall hereafter be exercised and performed by the department of public safety, established by this act, which shall be the lawful successor of the district police, and of said boards and offices. [*Gen. Acts, 1919, c. 350, § 99.*]

(b) *Appointment and term of office of the commissioner.* — The department of public safety shall be under the supervision and control of a commissioner, to be known as the commissioner of public safety, who shall be appointed by the governor, with the advice and consent of the council. The first appointment shall be for the term of one, two, three, four or five years, as the governor may determine. Thereafter the governor shall appoint the commissioner for the term of five years, shall fill any vacancy for the unexpired term, and may, with the consent of the council, remove the commissioner. The commissioner shall receive such annual salary, not exceeding five thousand dollars, as the governor and council may determine. [*Gen. Acts, 1919, c. 350, § 100.*]

(c) *Duties and powers of the commissioner.* — The commissioner shall be the executive and administrative head of the department. He shall have charge of the administration and enforcement of all laws, rules and regulations which it is the duty of the department to administer and enforce, and shall direct all inspections and investigations except as is otherwise provided herein. He shall organize the department in three divisions, namely, a division of state police under his own immediate charge, a division of inspection under the charge of a director to be known as chief of inspections, and a division of fire prevention under the charge of a director to be known as state fire marshal. The state fire marshal and the chief of inspections shall be appointed by the governor, with the advice and consent of the council, for the term of three years, and may, with like approval, be removed. The directors shall receive such annual salary, not exceeding four thousand dollars, as the governor and council may determine. The commissioner may, subject to the civil service law and rules where they apply, appoint, transfer and remove officers, inspectors, experts, clerks and other assistants, and, subject to the provisions of Gen. Acts, 1918, c. 228, and the rules and regulations made thereunder, and to the approval of the governor and council where that is required by law, may fix the compensation of the said persons. [*Gen. Acts, 1919, c. 350, § 101.*]

(d) *The commissioner to have the powers and duties of the chief of the district police.* — The division of state police shall except as is otherwise provided herein include the functions of the detective and fire inspection department of the district police. The

<sup>1</sup> For an act authorizing the Governor to increase temporarily the force of the district police for the more effective protection of persons and property and maintenance of law and order within the commonwealth, see General Acts, 1917, c. 43. See also Resolves, 1916, c. 92, relative to an investigation as to the expediency of reorganizing the District Police in 1916.

commissioner shall have the powers and perform the duties of the chief of the district police. [*Gen. Acts, 1919, c. 350, § 102.*]

(e) *The division of inspections to be composed of the inspection departments of the district police.* — The division of inspections shall include the functions of the boiler inspection department of the district police, and of the building inspection department of the district police. The chief of inspections shall exercise the powers and perform the duties now provided by law for the deputy chief of the building inspection department of the district police and for the deputy chief of the boiler inspection department of the district police. Inspectors assigned to said division shall be designated as building inspectors or as boiler inspectors, and shall have the powers and perform the duties of inspectors of the building inspection department and of the boiler inspection department, respectively, of the district police. [*Gen. Acts, 1919, c. 350, § 103.*]

(f) *Duties of the district police and fire prevention commissioner transferred to the new department.* — The director in charge of the fire prevention division shall, under the supervision of the commissioner, perform the duties of the fire prevention commissioner for the metropolitan district, whose office is abolished hereby, and shall also have the powers and perform the duties of the district police and of the deputy chief of the detective and fire inspection department of the district police under the provisions of Acts, 1904, c. 433, and acts in amendment thereof and in addition thereto, relative to the keeping and storing of inflammable fluids and combustible compounds and of the district police under the provisions of R. L., c. 32, and acts in amendment thereof and in addition thereto. The said director shall submit to the commissioner rules and regulations under the said acts, and such rules and regulations shall take effect subject to the provisions of Gen. Acts, 1917, c. 307, when approved by the commissioner and by the governor and council, and on such dates as they may fix. [*Gen. Acts, 1919, c. 350, § 104.*]

(g) *The duties of the Board of Boiler Rules transferred to the department.* — The commissioner shall appoint a board of boiler rules which shall exercise the functions of the board of boiler rules as now provided by law. Said board shall consist of the chief of inspections, as chairman, and four other members whose qualifications and compensation shall be the same as those of the members of the board of boiler rules abolished by this act. The terms of office of the appointed members of said board shall be three years, except that when first appointed one of the members shall be appointed for one year, one for two years and two for three years. Such clerical and other assistants as may be required by said board shall be assigned to it by the commissioner. [*Gen. Acts, 1919, c. 350, § 105.*]

(h) *Duties and powers of the Board of Elevator Regulations transferred to the department.* — The commissioner shall, as occasion requires, appoint a board of elevator regulations which shall exercise the functions of the board of elevator regulations as now provided by law. Said board shall consist of the chief of inspections as chairman, a consulting engineer, the building commissioner of the city of Boston, an inspector of buildings of some city other than Boston, a representative of a liability insurance company licensed to write such insurance in the commonwealth, a representative of elevator manufacturers and an experienced elevator constructor. They shall serve without compensation, but their necessary expenses shall be paid by the department. Such clerical and other assistants as may be required by said board shall be assigned to them by the commissioner. [*Gen. Acts, 1919, c. 350, § 106.*]

(i) *The commissioner to have added police assistance, if necessary.* — The commissioner may, when public exigency requires, with the approval of the governor, call

upon the metropolitan district commission, hereby established, for assistance in performing the duties imposed upon him by law; and the said commission shall, when so called upon, assign to duty under said commissioner such of the police force under its control as it and the commissioner shall determine. [*Gen. Acts, 1919, c. 350, § 107.*]

(j) *Inspectors to be appointed.* — The commissioner may appoint officers and inspectors who shall have the same powers now conferred by law upon officers and inspectors of the district police. The number of such officers and inspectors shall not, at first, exceed the number of officers in the detective and fire inspection department of the district police and of inspectors in the service of the building inspection and boiler inspection departments of the district police and in the service of the fire prevention commissioner of the metropolitan district, and shall not thereafter be increased without the approval of the governor and council. The provisions of R. L., c. 108, §§ 6 and 7, shall, so far as they are applicable, apply to officers and inspectors appointed under the provisions of this section. [*Gen. Acts, 1919, c. 350, § 108.*]

(k) *Rights of appeal from orders of the commissioner preserved.* — Any person affected by an order of the department or of a division or office thereof, may, within such time as the commissioner may fix, which shall not be less than ten days after notice of such order, appeal to the commissioner, who shall thereupon grant a hearing, and after such hearing may amend, suspend or revoke such order. Any person aggrieved by an order approved by the commissioner may appeal to the superior court: *provided*, such appeal is taken within fifteen days from the date when such order is approved. The superior court shall have jurisdiction in equity upon such appeal to annul such order if found to exceed the authority of the department, and upon petition of the commissioner to enforce all valid orders issued by the department. Nothing herein contained shall be construed to deprive any person of the right to pursue any other lawful remedy. [*Gen. Acts, 1919, c. 350, § 109.*]

(l) *Additional appointments may be made, if necessary.* — Whenever the governor shall deem it necessary to provide more effectively for the protection of persons and property, and for the maintenance of law and order in the commonwealth, he may authorize the commissioner of public safety to make additional appointments, not exceeding one hundred in number, to the police division of said department, together with such other employees as the governor may deem necessary for the proper administration thereof. The appointment of the additional officers shall be temporary until the general court has authorized their permanent addition to the department. The commissioner may, subject to the approval of the governor, make rules and regulations for the said additional force, including matters pertaining to their discipline, organization and government, compensation and equipment, and means of swift transportation. [*Gen. Acts, 1919, c. 350, § 110.*]

**64A. Salaries of members regulated.**<sup>1</sup> — (a) *Salaries of the chief, deputy chiefs, etc.* — The annual salary of the chief of the district police shall be thirty-five hundred dollars. The annual salary of the deputy chiefs of the district police shall be twenty-eight hundred dollars each. The annual salary of the captain and the chief fire inspector of the district police shall be twenty-three hundred dollars each. The annual salary of all other members shall be graded by length of service as follows: First year, sixteen hundred dollars; second year, seventeen hundred dollars; third year, eighteen hundred dollars; fourth year, nineteen hundred dollars; and thereafter two thousand dollars. [*Gen. Acts, 1918, c. 275, § 1.*]

<sup>1</sup> See also paragraphs 58A (b) and (c).

(b) *Salaries of clerks.* — The annual salary of the clerical force of the district police shall be as follows: First clerk, eighteen hundred dollars; second clerk, twelve hundred dollars; four stenographers, fourteen hundred dollars each, one of such stenographers to act as secretary to the board of boiler rules; three stenographers, whose salaries shall be graded by length of service as follows: First year, nine hundred dollars; second year, one thousand dollars; third year, eleven hundred dollars; and thereafter, twelve hundred dollars; ten stenographers, whose annual salaries shall be graded by length of service as follows: First year, seven hundred dollars; second year, seven hundred and fifty dollars; third year, eight hundred dollars; and thereafter, eight hundred and fifty dollars. [*Gen. Acts, 1918, c. 275, § 2.*]

(c) *Act not to affect present members' salaries.* — Nothing in this act shall be construed as affecting the position or reducing the salary of any officer, member, clerk or stenographer now in the employ of the district police force. [*Gen. Acts, 1918, c. 275, § 3.*]

#### 5. BOARD OF BOILER RULES.<sup>1</sup>

**82. Rules to be approved by the governor, etc.**<sup>2</sup> — The rules so formulated shall be submitted to the governor and council for their approval, and when approved shall have the force of law, and shall be printed and furnished to those requesting them by the boiler inspection department. [*Acts, 1907, c. 465, § 27, as am. by Gen. Acts, 1918, c. 257, § 344.*]

#### 6. BOARD OF ELEVATOR REGULATIONS.<sup>1</sup>

(See also under Industrial Safety and Licensed Occupations.)

#### 7. STATE BOARD OF CONCILIATION AND ARBITRATION.<sup>3</sup>

**92A. Salaries.**<sup>4</sup> — The salaries of the members of the state board of conciliation and arbitration shall be at the rate of \$3,000 each annually. [*Gen. Acts, 1918, c. 225, § 1.*]

#### 8. MINIMUM WAGE COMMISSION.<sup>3</sup>

(See also under Wages, and Women and Children.)

**100. Organization of the Commission.** — There is hereby established a commission to be known as the Minimum Wage Commission. *It shall consist of three persons, one of whom shall be an employer of female labor and one of whom may be a woman and one a representative of labor, to be appointed by the governor with the advice and consent of the council.* One of the commissioners shall be designated by the governor as chairman. The first appointments shall be made within ninety days after the passage of this act, one for a term ending October 1, 1913, one for a term ending October 1, 1914, and one for a term ending October 1, 1915; and beginning with the year 1913, one member shall be appointed annually for the term of three years from the first day of October and until his successor is qualified. Any vacancy that may occur shall be filled in like manner for the unexpired part of the term. [*Acts, 1912, c. 706, § 1, as am. by Gen. Acts, 1916, c. 303, § 1.*]

<sup>1</sup> For an act abolishing the Board and transferring its powers to a new department of public safety, see paragraph 58A.

<sup>2</sup> In effect February 1, 1920. See Gen. Acts, 1919, c. 5.

<sup>3</sup> For an act transferring its powers and duties to the State Department of Labor and Industries, see paragraph 29C.

<sup>4</sup> See also paragraphs 29 (b) and (d).

**105. Establishment of wage boards.** — If after such investigation the commission is of the opinion that in the occupation in question the wages paid to a substantial number of female employees are inadequate to supply the necessary cost of living and to maintain the worker in health, the commission shall establish a wage board consisting of an equal number of representatives of employers in the occupation in question, and of persons to represent the female employees in said occupation, and of one or more disinterested persons appointed by the commission to represent the public; but the representatives of the public shall not exceed one half of the number of representatives of either of the other parties. The commission shall give notice to employers and employees in said occupation by publication or otherwise of its determination to establish a wage board and shall request that said employers and employees, respectively, nominate representatives for said board by furnishing names to the commission. The representatives of employers and employees shall be selected by the commission from names furnished by the employers and by the employees, respectively, provided that these names are furnished within ten days after the request of the commission. The commission shall designate as chairman one of the representatives of the public, and shall make rules and regulations governing the selection of members and the modes of procedure of the boards, and shall exercise exclusive jurisdiction over all questions arising with reference to the validity of the procedure and of the determinations of the boards. The members of wage boards shall be compensated at the same rate as jurors, and they shall be allowed the necessary travelling and clerical expenses incurred in the performance of their duties, these payments to be made from the appropriation for the expenses of the commission. *The commission shall have power to fill a vacancy or vacancies arising in a duly constituted wage board by appointing a sufficient number of suitable persons to complete the representation of the employers, employees, or public, as the case may be.* [Acts, 1912, c. 706, § 4, as am. by Acts, 1914, c. 368, § 1, and by Gen. Acts, 1919, c. 72.]

**112. Register of employees; records of hours of labor of employees, etc.** — Every employer of women and minors shall keep a register of the names, addresses and occupations of all women and minors employed by him, together with a record of the amount paid each week to each woman and minor, *and if the commission shall so require, shall also keep for a specified period, not exceeding six months, a record of the hours worked by such employees*, and shall, on request of the commission or of the director of the bureau of statistics, permit the commission or any of its members or agents, or the director of the bureau of statistics or any duly accredited agent of said bureau, to inspect the said register and to examine such parts of the books and records of employers as relate to the wages paid to women and minors *and the hours worked by such employees*. *Any employer failing to keep a register or records as herein provided, or refusing to permit their inspection or examination shall be deemed guilty of a misdemeanor, and shall be punished by a fine of not less than five nor more than fifty dollars for each offence.* The commission shall also have power to subpoena witnesses, administer oaths and take testimony. Such witnesses shall be summoned in the same manner and be paid from the treasury of the commonwealth the same fees as witnesses before the superior court. [Acts, 1912, c. 706, § 11, as last am. by Acts, 1914, c. 368, § 4, and by Gen. Acts, 1919, c. 76.]

**115A. Posting of information in places of employment.** — Repealed by Gen. Acts, 1919, c. 77, § 2. Re-enacted in new form as follows: — The commission may require employers in any occupation to post notices <sup>of</sup> *of its hearings or of nomina-*

tions for wage boards, or of decrees that apply to their employees, in such reasonable way and for such length of time as it may direct. Whoever refuses or fails to post such notices or decrees, when so required, shall be punished by a fine of not less than five nor more than fifty dollars for each offense. The commission and the state board of labor and industries shall have power to enforce the provisions of this section. [*Gen. Acts, 1919, c. 77, § 1.*]

## 9. BUREAU OF STATISTICS.

**119A. Bureau abolished and its various divisions transferred to other departments.** — [For that portion of the general reorganization act transferring the divisions of labor statistics and of manufactures, and the public employment offices with their powers and duties to the Department of Labor and Industries, see paragraph 29C. See also *Gen. Acts, 1919, c. 350, §§ 25 and 52.*]

## 10. HOMESTEAD COMMISSION.

(See also under Housing of Working People, page 161.)

**128. Organization of commission.** — A commission is hereby established, to be known as the homestead commission, and to consist of the following persons: — the director of the bureau of statistics, the bank commissioner, the president of the Massachusetts agricultural college, one member of the state department of health, to be selected by the department, and three other persons to be appointed by the governor, with the advice and consent of the council. The three members of the commission last named shall be appointed in the first place for terms of one, two and three years, respectively, and thereafter their successors shall be appointed for terms of three years. Of the persons so appointed by the governor, one shall be a woman, and one at least shall represent the laboring class. The commission shall report to the next general court, not later than January 10, 1912, a bill or bills embodying a plan and the method of carrying it out whereby, with the assistance of the commonwealth, homesteads or small houses and plots of ground may be acquired by mechanics, factory employees, laborers and others in the suburbs of cities and towns. The members of the commission shall serve without compensation, but shall be allowed such sums for their expenses as may be approved by the governor and council. [*Acts, 1911, c. 607, § 1, as am. by Gen. Acts, 1915, c. 129.*]

**128A. Powers and duties of the Commission transferred to the Department of Public Welfare.** — The commissioner [of public welfare] and the advisory board shall exercise the functions of the homestead commission under Acts, 1911, c. 607, and acts in amendment thereof and in addition thereto. The board shall also assist the commissioner in the work of the department. It shall keep informed of the public interests with which the department is charged, and of the administration thereof, shall study and investigate questions arising in connection therewith, and shall consider, formulate and recommend such proposals as may seem feasible for the furtherance of the work of the department and of the public welfare. It shall advise with the commissioner concerning the policies of the department, and shall make recommendations concerning the service or administration of any division thereof. The board shall meet at least once a month, and at such other times as it may determine by its rules, and when requested by the commissioner or by any three members. The members shall receive no compensation, but shall be reimbursed for their actual necessary expenses incurred in the performance of their official duties. [*Gen. Acts, 1919, c. 350, § 90.*]

**133B. Homesteads to be provided for citizens.** — (a) *Land to be purchased and houses built.* — The homestead commission is hereby authorized, with the consent of the governor and council, to take or purchase in behalf of and in the name of the commonwealth, a tract or tracts of land for the purpose of relieving congestion of population and providing homesteads, or small houses and plots of ground, for mechanics, laborers, wage earners of any kind, or others, citizens of this commonwealth; and may hold, improve, subdivide, build upon, sell, repurchase, manage and care for such land and the buildings constructed thereon, in accordance with such terms and conditions as may be determined upon by the commission. [*Gen. Acts, 1917, c. 310, § 1.*]

(b) *The commission may sell land and buildings.* — The commission may sell land acquired hereunder, or any parts thereof, with or without buildings thereon, for cash, or upon such instalments, terms and contracts, and subject to such restrictions and conditions as may be determined upon by the commission, *and the commission may take mortgages upon said land with or without buildings thereon for such portion of the purchase price and upon such terms as it shall deem advisable*, but no tract of land shall be sold for less than its cost, including the cost of any buildings thereon. All proceeds from the sale of land and buildings or other sources shall be paid into the treasury of the commonwealth. [*Gen. Acts, 1917, c. 310, § 2, as am. by Gen. Acts, 1918, c. 204, § 1.*]

(c) *Authorization to expend money.* — The homestead commission is hereby authorized to expend a sum not exceeding \$50,000 for the purposes of this act. [*Gen. Acts, 1917, c. 310, § 3.*]

#### OTHER BOARDS, COMMISSIONS, ETC.

NOTE. — To a limited extent, the following boards, commissions, and officials not specifically mentioned in the preceding paragraphs are or were also concerned in the administration of the labor laws, the text of which appears in this Bulletin.

Adjutant-General  
Administration, Supervisor of  
Agriculture, State Department of  
Bank Commissioner  
Blind, Commission for the  
Corporations, Commissioner of  
Education, Commission on Agricultural  
Education, Commissioner of  
Education, Board of  
Electricians, State Examiners of  
Fire Prevention Commissioner  
General Insurance Guaranty Fund, Trustees  
of the  
Governor and Council  
Highway Commission, Massachusetts  
Immigration, Massachusetts Bureau of  
Insurance Commissioner

Labor and Industries, Board of, and Industrial Accident Board, Joint Board of  
Metropolitan Park Commission  
Metropolitan Water and Sewerage Board  
Plumbers, State Examiners of  
Prisons, Director of  
Prisons, Massachusetts Bureau of  
Public Safety, Department of  
Public Service Commission  
Secretary of the Commonwealth  
Sergeant-at-Arms  
Standards, Commissioner of  
Soldiers' and Sailors' Commission  
State Aid and Pensions, Commissioner of  
State Forester  
Superintendent of Buildings  
Teachers' Retirement Board

For the duties of these respective Boards, Commissions, etc., in this connection, see the Index.

Changes in the names of several of these Boards, Commissions, etc., have been made by statute, more particularly by the provisions of the Act reorganizing and consolidating the departments of the Commonwealth (*Gen. Acts, 1919, c. 350*). These changes have been indicated in appropriate places in this Bulletin.

**B. GENERAL PROVISIONS.****1. EMPLOYMENT AND UNEMPLOYMENT.<sup>1</sup>**

**183A. School committee of the city of Boston may conduct courses for the improvement of teachers.** — The school committee of the city of Boston may conduct courses for the improvement of teachers or others in its service, or for the training and qualification of persons who are or may become candidates for positions as teachers in special schools or subjects. The committee may employ such persons as it deems expedient in connection with the said courses, and may fix their compensation. [*Sp. Acts, 1915, c. 189.*]

**183B. Religious or political belief not to be asked of applicants for positions.** — It shall be unlawful for any public school committee or official to inquire concerning, or to require or solicit from an applicant for a position in the public schools any information as to, the religious belief, creed or practice, or as to the political opinions or affiliations of the applicant; and no appointment to such a position shall be made, withheld or in any manner affected by the said considerations.

Violation of the provisions of this act shall be punished by a fine of not more than \$50 for each offence. [*Gen. Acts, 1917, c. 84, §§ 1, 2.*]

**185. Board of education to assist in finding positions.** — . . . It shall be the duty of the board of education to communicate with the school committees in the cities and towns of the commonwealth, and with persons who have made application for a position as school teacher in accordance with the provisions of this section, and to procure positions for them so far as may be possible, free of expense to the applicant beyond the aforesaid fee, and without expense to the various school committees. [*Acts, 1911, c. 731, § 1, as am. by Acts, 1913, c. 368, and by Gen. Acts, 1919, c. 292, § 6.*]

**194. Act relative to employment of public school teachers not to apply to certain superintendents.<sup>2</sup>** — This act shall not apply to superintendents of superintendency unions or districts. [*Acts, 1914, c. 714, § 7, as am. by Gen. Acts, 1918, c. 257, § 182.*]

**196A to 196G. Employment on Public Works.** — [For the several acts passed in 1915 relative to providing of work for the unemployed by the Metropolitan Park Commission and State Forester, see Gen. Acts, 1915, cc. 4, 5; Sp. Acts, 1915, cc. 127 and 284, and Res. 1915, cc. 2, 23, and 98. See also paragraphs 196I and 196J.]

**196H. Male residents of certain ages to engage in useful occupations during the European War.** — [By Gen. Acts, 1918, c. 286, all males between 18 and 50 were required, upon issuance of a proclamation by the governor, to engage in useful occupations during the continuance of the war. Such a proclamation was issued on June 12, 1918, and this act went into operation on July 12, 1918, and remained in operation till November 20, 1918. For the text of the act, see Labor Bulletin, No. 125, paragraph 196H.]

**196I. Appropriation for aiding returned soldiers, sailors and marines in finding employment.** — To provide for aiding returned soldiers, sailors and

<sup>1</sup> For the text of a resolve (Res. 1916, c. 157) providing for the appointment of a special recess commission on social insurance (including unemployment insurance) see paragraph 1411. By the provisions of Res. 1917, c. 1, and Res. 1917, c. 6, the time for making its report by this commission was extended, respectively, to February 1, 1917, and February 15, 1917 (see paragraph 682A).

<sup>2</sup> In effect February 1, 1920. See Gen. Acts, 1919, c. 5.



marines to find employment, the sum of ten thousand dollars is hereby appropriated out of the general fund or ordinary revenue of the commonwealth, to be expended under the direction and with the approval of a commission, to consist of the commissioner of labor, the commissioner of state aid and pensions, the adjutant general and six other citizens of the commonwealth, to be appointed by the governor with the advice and consent of the council, for the purpose of investigating the economic and other conditions which have resulted in the non-employment of soldiers, sailors and marines, and of procuring employment for them. [*Sp. Acts, 1919, c. 112, § 1.*]

**196J. Completion of certain boulevards and roadways authorized in order to provide employment.** — For the purpose of completing the construction of boulevards and reservation roads already authorized by law, work upon which will most conduce to the employment of labor, or on which substantial progress in construction has already been made, the metropolitan park commission may expend the further sum of two hundred and fifty thousand dollars, provided that no part of this sum in excess of fifteen thousand dollars shall be expended for the taking or purchase of land, or for the payment of land damages, or for construction which will require further takings or purchase of land or the payment of land damages. [*Gen. Acts, 1919, c. 175, § 1.*]

**196K. Establishment of a soldiers' and sailors' commission.** — (a) *Duties of the commission.* — There is hereby established the soldiers' and sailors' commission, whose object shall be to investigate the economic or other conditions which have resulted in the non-employment of many soldiers, sailors and marines who have been honorably discharged or have been released from the service of the United States; to procure employment for them; to take such measures as may be legal and proper to induce former employers of soldiers and sailors to reinstate them in the positions which they held before entering the service; to provide means of support for them and their dependents if they are unable to procure employment, or if they are unable to work on account of disability, or illness; and, in general, to befriend, protect and encourage those citizens of the commonwealth who have received or shall hereafter receive an honorable discharge or release from the military or naval service of the United States. [*Gen. Acts, 1919, c. 125, § 1.*]

(b) *Personnel of the commission.* — The said commission shall consist of the persons designated under the provisions of *Sp. Acts, 1919, c. 112* [see paragraph 196I]. Any vacancies arising in the commission shall be filled in the manner of the original appointment. The members of the commission shall elect a chairman and a secretary from their number. The commission shall serve without compensation, but shall be allowed such sums for its necessary expenses as may be approved by the governor and council, to be paid out of the appropriation or appropriations for aiding returning soldiers, sailors and marines in finding employment. The commission may be furnished with rooms and may use those of any department with the consent of the governor and council, and may give public hearings if they are deemed necessary or expedient. [*Gen. Acts, 1919, c. 125, § 2.*]

(c) *All matters relevant to employment and unemployment to be investigated.* — The said commission shall investigate all cases of non-employment among men discharged or released from the military or naval service of the United States which are brought to its attention, shall ascertain, so far as is possible, how many discharged soldiers or sailors are seeking employment, what kind of employment they are fitted for, and in what cities or towns they are resident. The commission shall ascertain from the municipal authorities of all cities in the commonwealth, and of the larger towns, what

constructive public work in respect to buildings, roads, bridges or otherwise could advantageously be undertaken immediately, or in the near future, in their respective municipalities, what would be the cost of each undertaking, and whether it would be practicable, and of advantage to the public. Similar information as to possible constructive work and the feasibility and estimated cost thereof, shall be obtained by the commission from the various county commissioners and from the commission on mental diseases, the state board of charity, the state board of labor and industries, the Massachusetts highway commission, the commission on waterways and public lands, the commissioner of agriculture, the state forester, the board of commissioners on fisheries and game, the Massachusetts commission for the blind, the board of education, the homestead commission, the metropolitan park commission, the metropolitan water and sewage board, and the transit department of the city of Boston. And it is hereby made the duty of the mayors, or corresponding officers or boards of cities, of the selectmen of towns, and of the other officers, boards, commissions and departments aforesaid, to furnish the commission hereby established with all the information which they possess as to the matters above mentioned, or which they can procure by reasonable efforts. The said information shall be furnished to the commission, as speedily as possible, in pursuance of this act, and without any special request therefor. It shall be the duty of the said commission to report from time to time to the general court, with such suggestions for legislation or otherwise as it may deem necessary or proper; and if any such report shall become necessary after the present general court has been prorogued, it shall be made to the governor. [*Gen. Acts, 1919, c. 125, § 3.*]

(d) *Local soldiers' and sailors' committees to be appointed.* — The commission shall appoint in such industrial centres and other cities and towns of the commonwealth as may seem to it expedient, local soldiers' and sailors' committees, or may designate any existing local committee or agency to act as such a committee, and may delegate to said committees such powers and duties as in the judgment of the commission may be necessary effectively to carry out the provisions of this act in all parts of the commonwealth. Such local committees shall, under the supervision and direction of the commission, exercise the powers and duties delegated as aforesaid, and shall make such reports to the commission as it may require. The said commission is hereby authorized to request any persons, associations or corporations which have already established agencies or headquarters for the relief of discharged soldiers, sailors and marines, or shall hereafter establish the same, to co-operate with the said commission, or to restrict, divert or cease their efforts, as the commission may deem best for the common good. [*Gen. Acts, 1919, c. 125, § 4.*]

(e) *Such commission may be dissolved by the governor; act to take effect immediately.* — The soldiers' and sailors' commission shall continue in existence until it is dissolved by proclamation made by the governor; and the governor is hereby authorized and requested to dissolve the commission whenever, in his judgment, the reasons for its existence have ceased. [*Gen. Acts, 1919, c. 125, § 5.*]

## 2. INDUSTRIAL SAFETY.

## GENERAL ACTS.

**197. Provisions for welfare of employees.** — Every person, firm or corporation operating a factory or shop in which machinery is used for any manufacturing or other purpose except for elevators, or for heating or hoisting apparatus, shall at all times keep and maintain, free of expense to the employees, such medical or surgical chest, or both, as shall be required by the state board of labor and industries, and containing plasters, bandages, absorbent cotton, gauze, and all other necessary medicines, instruments and other appliances for the treatment of persons injured or taken ill upon the premises. Every such person, firm or corporation, employing one hundred or more persons, shall, if so required by the state board of labor and industries, provide accommodations, satisfactory to said board, for the treatment of persons injured or taken ill upon the premises, *and also suitable and sanitary facilities for heating or warming food to be consumed by those employees of the factory or shop who so desire.* Every person, firm or corporation carrying on a business in a mercantile establishment in which twenty or more women or minors are employed, shall in the manner aforesaid provide such medical and surgical chest as the state board of labor and industries may require. A person, firm or corporation violating any provision of this section shall be punished by a fine of not less than five dollars nor more than five hundred dollars for every week during which such violation continues. [Acts, 1909, c. 514, § 104, as am. by Acts, 1914, c. 557, by Gen. Acts, 1915, c. 216, and by Gen. Acts, 1918, c. 110.]

## EGRESSES AND PREVENTION OF FIRE.

**214. Proper egress from certain buildings, required.** — A building which is used, in whole or in part, as a public building, public or private institution, school-house, church, theatre, special hall, public hall, miscellaneous hall, place of assemblage or place of public resort, and a building in which ten or more persons are employed in a factory, workshop, mercantile or other establishment, and an office building, dormitory, hotel, family hotel, apartment house, boarding house, lodging house or tenement house which has eight or more rooms, or in which ten or more persons are accommodated, lodge or reside above the second story, the owner, lessee or *mortgagee in possession whereof* is notified in writing by an inspector that the provisions of [Acts, 1913, c. 655] apply thereto, shall be provided with proper egresses or other means of escape from fire, sufficient for the use of all persons accommodated, assembled, employed, lodged or resident therein; but no owner, lessee or *mortgagee in possession* of such building shall be deemed to have violated this provision unless he has been notified in writing by an inspector as to what additional egresses or means of escape from fire are necessary and for thirty days has neglected or refused to provide the same. . . . [Acts, 1913, c. 655, § 20, as am. by Gen. Acts, 1917, c. 156, § 1.]

**215. Egresses to be kept unobstructed.** — . . . The egresses and means of escape shall be kept unobstructed, in good repair and ready for use, and, if the inspector so directs in writing, every such egress shall be properly lighted and provided with a sign having on it the word "Exit" in letters not less than five inches in height, and so made and placed as plainly to indicate to persons within the building *the situation* of such egresses; stairways shall have suitable hand-rails; egress doors and windows shall open outwardly, and women or children shall not be employed in a factory,

workshop, mercantile or other establishment, in a room above the second story from which there is only one egress. The certificate of the inspector shall be conclusive evidence of a compliance with the said requirements. Portable seats shall not be allowed in the aisles or passageways of such buildings during any service or entertainment held therein. . . . [Acts, 1913, c. 655, § 20, as am. by Gen. Acts, 1917, c. 156, § 1.]

**279. Daily record of boiler to be kept.** — . . . The person in charge of a stationary steam boiler upon which the safety valve is set to blow off at more than 25 pounds pressure to the square inch, except boilers upon locomotives, motor road vehicles, boilers in private residences, boilers in apartment houses of less than five *apartments*, boilers under the jurisdiction of the United States, boilers used for agricultural purposes exclusively, and boilers of less than nine horse power, shall keep a daily record of the boiler, its condition when under steam and of all repairs made and work done on it, upon forms to be obtained upon application from the boiler inspection department. These records shall be kept on file and shall be accessible at all times to the members of the boiler inspection department. [Acts, 1911, c. 562, § 7, repealed and reenacted as Gen. Acts, 1915, c. 259, § 10.]

### 3. INDUSTRIAL SANITATION.

#### GENERAL ACTS.

**311A. Furnishing of lockers in certain factories.** — (a) *Employees who make a substantial change in clothing before working to have lockers.* — In any mercantile or manufacturing establishment or hotel in which the nature of the work renders it necessary for any or all employees, before beginning work, to make a substantially complete change of clothing, exclusive of underclothing, separate lockers, closets or other receptacles, each with a lock and key, shall be provided for the use of such employees. [Gen. Acts, 1916, c. 115, § 1, as am. by Gen. Acts, 1917, c. 72, § 1.]

(b) *Board of Labor and Industries to enforce the act.* — It shall be the duty of the state board of labor and industries to investigate all reported violations of this act, and to enforce the same by prosecution. [Gen. Acts, 1916, c. 115, § 2.]

(c) *Penalty.* — Any violation hereof shall be punished by a fine of not less than \$5 or more than \$20 for each offence. [Gen. Acts, 1916, c. 115, § 3.]

#### VENTILATION.

**329. Prosecution for violating certain laws relative to factories and workshops.** — *Inspectors of the state board of labor and industries*, upon receipt of notice in writing, signed by any person having knowledge of the facts, that any factory or workshop as aforesaid is not provided with the apparatus prescribed in [Acts, 1909, c. 514, §§ 86, 87], shall visit and inspect such factory or workshop, and for that purpose they are authorized to enter any such factory or workshop during working hours, and if they ascertain, in the foregoing or in any other manner, that the owner, proprietor or manager thereof has failed to comply with the provisions of said sections, they shall make complaint to a court or judge having jurisdiction, and cause such owner, proprietor or manager to be prosecuted. [Acts, 1909, c. 514, § 89, as affected by Acts, 1912, c. 726, and as am. by Gen. Acts, 1915, c. 116.]

**330. Penalties for violating the laws relative to sanitary devices in factories.** — Whoever fails to comply with any provision of [Acts, 1909, c. 514]

§§ 83 to 89 *inc.*, shall, for the first offence be punished by a fine of not less than \$25 nor more than \$100, and, for a second offence he shall be punished by the fine aforesaid or by imprisonment in jail for not more than sixty days or by both such fine and imprisonment. [*Acts, 1909, c. 514, § 90, as am. by Gen. Acts, 1915, c. 69.*]

#### TOILET FACILITIES.

**342. Drinking water to be provided for employees.** — All *industrial* establishments within this commonwealth shall provide fresh and pure drinking water to which their employees shall have access during working hours. Any person, firm, association or corporation owning, in whole or in part, managing, controlling or superintending any *industrial* establishment in which the provisions of this section are violated shall, upon complaint of an *inspector of the state board of labor and industries*, of the board of health of the city or town, or of the selectmen of the town in which the establishment is located be punished by a fine of \$100 for each offence. [*Acts, 1909, c. 514, § 78, as affected by Acts, 1912, c. 726, and as am. by Gen. Acts, 1915, c. 117.*]

### 4. WOMEN AND CHILDREN.<sup>1</sup>

#### SCHOOL ATTENDANCE AND ATTENDANCE OFFICERS.

**378. Compulsory school attendance.** — Every child between seven and fourteen years of age, every child under sixteen years of age who does not possess such ability to read, write and spell in the English language as is required for the completion of the *sixth* grade of the public schools of the city or town in which he resides, and every child under sixteen years of age who has not received an employment certificate as provided in this act and is not engaged in some regular employment or business for at least six hours per day or has not the written permission of the superintendent of schools of the city or town in which he resides to engage in profitable employment at home, shall attend a public day school in said city or town or some other day school approved by the school committee, during the entire time the public schools are in session, subject to such exceptions as are provided for in R. L., c. 44, §§ 4, 5, 6, R. L., c. 42, § 3, as am. by Acts, 1902, c. 433, Acts, 1911, c. 537 [and Acts, 1913, c. 779]; but such attendance shall not be required of a child whose physical or mental condition is such as to render attendance inexpedient or impracticable, or who is being otherwise instructed in a manner approved in advance by the superintendent of schools or the school committee. The superintendent of schools, or teachers in so far as authorized by said superintendent or by the school committee, may excuse cases of necessary absence for other causes not exceeding *seven* day sessions or *fourteen* half-day sessions in any period of six months. For the purposes of this section, school committees shall approve a private school only when the instruction in all the studies required by law is in the English language, and when they are satisfied that such instruction equals in thoroughness and efficiency, and in the progress made therein, the instruction in the public schools in the same city or town; but they shall not refuse to approve a private school on account of the religious teaching therein. [*R. L., c. 44, § 1, as last am. by Acts, 1913, c. 779, § 1, by Gen. Acts, 1915, c. 81, § 1, and by Gen. Acts, 1919, c. 281.*]

<sup>1</sup> See also under Industrial Safety and Sanitation. Those acts only which refer specifically to women and children have been included under the above heading. For acts not so limited in scope see Table of Contents.

**379. Obligations of parents and guardians.** — Every person having under his control a child as described in [R. L., c. 44] § 1, shall cause him to attend school as therein required, and, if he fails for *seven* day sessions or *fourteen* half-day sessions within any period of six months while such control obtains, to cause such child so to attend school, he shall, upon complaint by an attendance officer and conviction thereof, be punished by a fine of not more than \$20, and no physical or mental condition which is capable of correction, or which renders the child a fit subject for special instruction at public charge in institutions other than public day schools, shall avail as defence under the provisions of this or the preceding section, unless it shall be made to appear that the defendant has employed all reasonable measures for the correction of the condition and the suitable instruction of the child. . . . [R. L., c. 44, § 2, as *am. by Acts, 1913, c. 779, § 2, and by Gen. Acts, 1915, c. 81, § 2.*]

**384. Certain towns to be paid.** — . . . For the tuition in the public schools in *any town of less than ten thousand inhabitants* of any child between the ages of five and fifteen years *not theretofore resident in such town, who is an inmate of an institution containing more than six inmates, the town may recover from the institution the additional school expense incurred, as may be determined jointly by the school committee of the town and the trustees or managers of the institution, or, in case of disagreement between said school committee and said trustees or managers, as may be decreed by the probate court; but no demand shall be made upon said trustees or managers without a vote of the town instructing the school committee accordingly.* . . . [R. L., c. 44, § 4, as *last am. by Acts, 1913, c. 779, § 4, by Gen. Acts, 1915, c. 78, and by Gen. Acts, 1919, c. 291.*]

**384A. Establishment and maintenance of continuation schools for employed minors.** — (a) *Certain cities and towns required to maintain such schools.* — (1) Every city and town in which, during a calendar year ending December thirty-first, two hundred or more minors under sixteen years of age are regularly employed not less than six hours per day by authority of employment certificates or home permits described in R. L., c. 44, § 1, as amended, shall, and any other city or town may, through its school committee, local board of trustees for vocational education, or both, establish at the beginning of the next school year and maintain continuation schools or courses of instruction for the education of such minors under sixteen years of age who are regularly employed not less than six hours per day at home or elsewhere within the city or town, and for such others as may be required to attend as provided in section three. In determining the cities or towns required to establish continuation schools, or courses of instruction, minors who are employed during vacations by authority of employment certificates or home permits shall not be counted. The said schools or courses shall be in session during the same number of weeks in each year as the high schools of the city or town.

(b) *Attendance of certain minors required.* — (2) When a city or town shall have established the said schools or courses, it shall, subject to the provisions of chapter forty-four of the Revised Laws, and amendments thereof not inconsistent herewith, and in accordance with the provisions of paragraphs three and four of this section, require the attendance thereat of every minor under sixteen years of age who is engaged within the limits of the city or town in regular employment or business under the authority of an employment certificate, or in profitable employment at home under the authority of a home permit: *provided, however, that upon application of the parent or guardian of the minor involved, instruction in the regular schools shall be accepted as instruction equivalent to that provided for by this act.*

(c) *Requisite number of hours of attendance.* — (3) The required attendance at said schools or courses shall be at the rate of not less than four hours per week for minors regularly employed not less than six hours per day at home or elsewhere, and at the rate of not less than twenty hours a week for minors who have secured employment certificates, and who are temporarily out of regular employment or business, provided the school or course is in session twenty hours a week, and shall be between the hours of eight o'clock in the morning and five o'clock in the afternoon of any working day or days except Saturday.

(d) *Established agencies and quarters may be utilized.* — (4) In the establishment and conduct of said continuation schools or courses of instruction, any city or town may take advantage of established educational agencies, and may utilize any suitable quarters which meet with the approval of the board of education; but, when established, the said continuation schools or courses shall be considered a part of the public school system of the municipality wherein the minors attending the same are employed.

(e) *Time spent in continuation school to be reckoned as hours of work.* — (5) The time spent by a minor in a continuation school or course of instruction shall be reckoned as a part of the time or number of hours minors are permitted by law to work. [*Gen. Acts, 1919, c. 311, § 1.*]

(f) *Reimbursement by the Commonwealth.* — Cities and towns maintaining such continuation schools or courses of instruction as are approved by the board of education as to organization, control, situation, equipment, courses of study, qualifications of teachers, methods of instruction, conditions of admission, employment of pupils and expenditures of money, shall receive reimbursement from the treasury of the commonwealth to an amount equal to one half the total sum raised by local taxation and expended for the maintenance of such schools or courses of instruction. [*Gen. Acts, 1919, c. 311, § 2.*]

(g) *Unemployed minors and employment certificates.* — (1) Any minor under sixteen years of age who has been regularly employed in a city or town other than that of his residence, and who is temporarily unemployed, may be required, under conditions approved by the board of education, to attend such a continuation school or such courses of instruction in the city or town of his residence.

(2) Whenever an employment certificate is issued to a minor under sixteen years of age, authorizing employment in a city or town other than that of his residence, a duplicate thereof shall be sent forthwith to the superintendent of schools of the city or town in which the employment is authorized. [*Gen. Acts, 1919, c. 311, § 3.*]

(h) *Duty of employer.* — The employer of any minor between fourteen and sixteen years of age who is required to attend a continuation school or course of instruction as defined in this act, shall cease forthwith to employ such minor when notified in writing by the superintendent of schools, or by his representative duly authorized in writing, having jurisdiction over such minor's attendance, of his non-attendance in accordance with the compulsory attendance regulations as defined in this act. Any employer who fails to comply with the provisions of this section shall be punished by a fine of not less than ten nor more than one hundred dollars for each offence. [*Gen. Acts, 1919, c. 311, § 4.*]

(i) *Revocation of employment certificates in certain cases.* — The superintendent of schools having jurisdiction, or a person authorized by him in writing, may revoke the employment certificate or the home permit of any minor who fails to attend the said

schools or courses of instruction when so required by the provisions of this act. [*Gen. Acts, 1919, c. 313, § 5.*]

(j) *Procedure when a city or town fails to appropriate money for continuation schools.* — (1) A city or town which refuses or neglects to raise and appropriate money for the establishment and maintenance of continuation schools or courses of instruction as required by this act, to be instituted not later than September first, nineteen hundred and twenty, shall forfeit from funds due it from the commonwealth a sum equal to twice that estimated by the board of education as necessary properly to establish and maintain such schools or courses.

(2) A sum equal to three fifths of such forfeiture shall be paid by the treasurer and receiver general to the school committee of the delinquent city or town, and the school committee shall expend the same for the establishment and maintenance of continuation schools or courses of instruction therein to the same extent as if it had been regularly appropriated by the city or town for that purpose. [*Gen. Acts, 1919, c. 313, § 6.*]

(k) *Act, when effective.* — This act shall take effect in any city or town upon its acceptance by the qualified voters thereof voting thereon at the annual state election in the current year. [*Gen. Acts, 1919, c. 313, § 7.*]

**389. Maintenance of public evening schools.**<sup>1</sup> — Any town may, and every city or town in which there are issued during the year from September first to August thirty-first certificates authorizing the employment of twenty or more persons who do not possess the educational qualifications enumerated in R. L., c. 44, § 1, as amended, shall maintain *for forty evenings* during the following school year an evening school or schools for the instruction of persons over fourteen years of age in orthography, reading, writing, the English language and grammar, geography, arithmetic, industrial drawing, both free hand and mechanical, the history of the United States, physiology and hygiene and good behavior. Such other subjects may be taught in such schools as the school committee considers expedient. [*R. L., c. 42, § 11, as am. by Acts, 1914, c. 590, and by Gen. Acts, 1918, c. 257, § 179.*]

**390. Compulsory attendance of certain illiterate minors at evening schools.** — Every illiterate minor between sixteen and twenty-one years of age, *except married women*, shall attend some public evening school in the city or town in which he resides for the whole time during which the public evening schools are in session: *provided*, that such city or town maintains a public evening school. Attendance at a public day school, or at a private school approved for the purpose by the school committee, shall exempt such minor from attending a public evening school. This act shall not affect any existing laws regarding the compulsory school attendance of illiterate minors or their employment, but shall be in addition to such laws. [*Acts, 1913, c. 467, § 1, as am. by Gen. Acts, 1916, c. 82, § 1.*]

#### EMPLOYMENT OF WOMEN AND CHILDREN.

**408. Definitions of words and phrases.** — The following words and phrases as used in all laws relative to the employment of labor shall, unless a different meaning is plainly required by the context, have the following meanings: —

“Co-operative courses” shall mean courses approved as such by the board of edu-

<sup>1</sup> In effect February 1, 1920. See Gen. Acts, 1919, c. 5.



education and conducted in public schools in which technical or related instruction is given in conjunction with practical experience by employment in a co-operating factory, manufacturing, mechanical or mercantile establishment or workshop. [Acts, 1909, c. 514, § 17, as last am. by Acts, 1912, c. 191, and by Gen. Acts, 1916, c. 95, § 1.]

**410. Employment certificate for minors between 14 and 16 years of age. —**

No child between fourteen and sixteen years of age shall be employed or be permitted to work in, about or in connection with any factory, workshop, manufacturing, mechanical or mercantile establishment unless the person, firm or corporation employing such child procures and keeps on file accessible to the attendance officers of the city or town, to agents of the board of education, and to the state board of labor and industries or its authorized agents or inspectors, the employment certificate as hereinafter provided issued to such child, and keeps a complete list of the names and ages of all such children employed therein conspicuously posted near the principal entrance of the building in which such children are employed: *provided, however*, that children who are over fourteen but under sixteen years of age shall be permitted to work in mercantile establishments on Saturdays between the hours of seven in the morning and six in the evening, without such certificate; and, *provided, further*, that pupils in co-operative courses in public schools, as defined in section seventeen of this act [see paragraph 408] may be employed by any co-operating factory, manufacturing, mechanical or mercantile establishment or workshop upon securing from the superintendent of schools a special certificate covering this type of employment. On termination of the employment of a child whose employment certificate is on file, said certificate shall be returned by the employer within two days after said termination to the office of the superintendent of schools from which it was issued. [Acts, 1909, c. 514, § 57, as am. by Acts, 1913, c. 779, § 15, and by Gen. Acts, 1916, c. 95, § 2.]

**415. Penalties for violation of law as to employment of children. —**

Whoever employs a person under the age of sixteen years, and whoever procures or, having under his control a person under sixteen years of age, permits such person to be employed in violation of the provisions of [Acts, 1909, c. 514, §§ 56 or 57], shall for each offence be punished by a fine of not less than \$10 nor more than \$50, or by imprisonment for not more than thirty days; and whoever continues to employ a person under sixteen years of age in violation of the provisions of either of [the above] sections, after being notified thereof by a school attendance officer or by an inspector appointed by the state board of labor and industries, shall for every day thereafter while such employment continues be punished by a fine of not less than \$50 nor more than \$200, or by imprisonment for not more than sixty days; and whoever forges, or procures to be forged, or assists in forging a certificate of birth or other evidence of the age of such person, and whoever presents or assists in presenting a forged certificate or evidence of birth to the superintendent of schools or to a person authorized by law to issue certificates, for the purpose of fraudulently obtaining the employment certificate required by this act, shall be punished by a fine of not less than \$10 nor more than \$500, or by imprisonment for not more than one year, or by both such fine and imprisonment. Whoever, being authorized to sign an employment certificate, knowingly certifies to any materially false statement therein shall be punished by a fine of not less than \$10 nor more than \$200. *Whoever, without authority, alters an employment certificate after the same is issued shall be punished by a fine of \$10.* [Acts, 1909, c. 514, § 61, as last am. by Acts, 1913, c. 779, § 19, and by Gen. Acts, 1915, c. 70.]

**417. School records. —**

The school record required by [Acts, 1913, c. 779, § 16]

shall be filled out and signed by the principal or teacher in charge of the school which the child last attended and shall be furnished only to a child who, after due examination and investigation, is found to be entitled thereto. Said school record shall state the grade last completed by such child and the studies pursued in completion thereof. It shall state the number of weeks during which such child has attended school during the twelve months next preceding the time of application for said school record. It shall also give the name, date of birth, and the residence of the child as shown on the records of the school and the name of the parent, guardian or custodian. In case it is found to be impossible to obtain said school record from the principal or teacher in charge of the school which such child last attended, the requirement of a school record may be waived. No such school record shall be issued or accepted and no employment certificate shall be granted unless the child possesses the educational qualifications enumerated in R. L., c. 44, § 1, as amended by [Acts, 1913, c. 779, § 1]: *provided, however, that children who are over fourteen but under sixteen years of age and who do not possess such ability to read, write and spell in the English language as is required for the completion of the fourth grade of the public schools of the city or town in which they reside may be granted an employment certificate good for the summer vacation, subject to all other provisions relating to the employment of children between fourteen and sixteen years of age.* No such school record shall be issued or accepted unless the child has regularly attended the public schools or other lawfully approved schools for not less than one hundred and thirty days after becoming thirteen years of age: *provided, however, that the school record may be accepted in the case of a person who has been an attendant at a public day school or other lawfully approved school for a period of not less than seven years, if in the opinion of said superintendent such person is mentally incapable of acquiring the educational qualifications herein prescribed; and provided, further, that the superintendent of schools shall have authority to suspend this requirement in any case when, in his opinion, the interests of the child will best be served by such suspension.* [Acts, 1909, c. 514, § 59, as am. by Acts, 1913, c. 779, § 17, Acts, 1914, c. 580, and by Gen. Acts, 1916, c. 66.]

**418. Educational certificates for minors between 16 and 21 years of age.** — No child who is over sixteen and under twenty-one years of age shall be employed in a factory, workshop, manufacturing, mechanical or mercantile establishment, *except as provided for pupils in co-operative courses, approved as such by the board of education and conducted in public schools,* unless his employer procures and keeps on file an educational certificate showing the age of the child and his ability or inability to read and write as hereinafter provided. Such certificates shall be issued by the person authorized by this act to issue employment certificates. . . . [Acts, 1909, c. 514, § 66, as am. by Acts, 1913, c. 779, § 23, and by Gen. Acts, 1916, c. 95, § 3.]

**437. Regulating boot-blackening and other trades.**<sup>1</sup> — Gen. Acts, 1916, c. 242, § 4, was repealed by Gen. Acts, 1918, c. 257, § 263, and re-enacted in new form as follows: — The mayor and aldermen or selectmen may make regulations consistent with the general laws relative to the exercise of the trade of boot-blackening by minors, and to the sale or barter by minors of any goods, wares or merchandise the sale of which is permitted by section fifteen, *and acts in amendment thereof and in addition thereto,* and may prohibit such sales or such trade, or may require a minor to obtain from them a permit therefor to be issued on terms and conditions prescribed

<sup>1</sup> In effect, as amended, February 1, 1920. See Gen. Acts, 1919, c. 5.

in such regulations; provided, that in the case of *girls under the age of eighteen years and of boys under the age of sixteen years* in cities the foregoing powers shall be vested in and exercised by the school committee. No permit issued to a minor under this section, nor badge issued to a minor under Acts, 1913, c. 831, §§ 11-15, inclusive, shall authorize the sale by a minor of any article, other than those enumerated in [R. L., c. 65, § 15], *and acts in amendment thereof and in addition thereto*. A minor who sells such article or exercises such trade without a permit, if one is required, or who violates the conditions of his permit or any provision of said regulations shall be punished by a fine of not more than ten dollars for each offence. Any person who, having a minor under his control, knowingly permits him to violate any provision of this *section*, any person who procures or employs a minor *to commit any such violation*, and any person who, either for himself or as agent of any other person or of any corporation furnishes or sells to a minor any of the articles aforesaid with knowledge that he intends to sell them in violation of this *section*, or after having received written notice *to that effect* from the school committee or any officer *charged with the enforcement of the provisions of this section*, shall be punished by a fine of not more than two hundred dollars or by imprisonment for not more than six months. [*Gen. Acts, 1918, c. 257, § 263.*]

**449. Regulation of sales by minors.**<sup>1</sup> — Gen. Acts, 1916, c. 242, § 5, was repealed by Gen. Acts, 1918, c. 257, § 264, and re-enacted in new form as follows: — *Any person who employs a minor in, or who, having the care or custody of a minor, permits him to engage in hawking or peddling without a permit or license, if one is required, and any person who, either for himself or as agent of any other person or of any corporation, furnishes or sells to such minor any articles with knowledge that such minor intends to sell such articles in violation of the provisions of this chapter, relative to hawkers and peddlers, shall be punished by a fine of not more than two hundred dollars, to be equally divided between the commonwealth and the city or town in which the offence is committed, or by imprisonment for not more than six months.* [*Gen. Acts, 1918, c. 257, § 264.*]

#### HOURS OF WOMEN AND CHILDREN.

**462. Hours of employment of women and children.** — No child under eighteen years of age and no woman shall be employed in laboring in any factory or workshop, or in any manufacturing, mercantile, mechanical establishment, telegraph office or telephone exchange, or by any express or transportation company, more than *nine* hours in any one day; and in no case shall the hours of labor exceed *forty-eight* in a week except that in manufacturing establishments where the employment is by seasons, *and the state board of labor and industries shall determine what employments are seasonal*, the number of such hours in any week may exceed *forty-eight*, but not *fifty-two*, provided that the total number of such hours in any year shall not exceed an average of *forty-eight* hours a week for the whole year, excluding Sundays and holidays; and if any child or woman shall be employed in more than one such place the total number of hours of such employment shall not exceed *forty-eight* hours in any one week. . . . [*Acts, 1909, c. 514, § 48, as last am. by Acts, 1913, c. 758, § 1, by Gen. Acts, 1916, c. 222, and by Gen. Acts, 1919, c. 113.*]

**463. Notices to be posted showing hours of labor.** — . . . Every employer, except those employers hereinafter designated, shall post in a conspicuous place in every room in which such persons<sup>2</sup> are employed a printed notice stating the number

<sup>1</sup> In effect, as amended, February 1, 1920. See Gen. Acts, 1919, c. 5.

<sup>2</sup> Refers to women, and to children under 18 years of age.

of hours' work required of them on each day of the week, the hours of beginning and stopping work, and the hours when the time allowed for meals begins and ends or, in the case of mercantile establishments and of establishments exempted from the provisions of [Acts, 1909, c. 514], §§ 67 and 68, as amended by Gen. Acts, 1917, c. 110, the time, if any, allowed for meals. The printed forms of such notices shall be provided by the state board of labor and industries, after approval by the attorney-general. The employment of any such person at any time other than as stated in said printed notice shall be deemed a violation of the provisions of this section unless it appears that such employment was to make up time lost on a previous day of the same week in consequence of the stopping of machinery upon which such person was employed or dependent for employment; but no stopping of machinery for less than thirty consecutive minutes shall justify such overtime employment, nor shall such overtime employment be authorized until a written report of the day and hour of its occurrence and its duration is sent to the state board of labor and industries, *nor shall such overtime employment be authorized because of the stopping of machinery for the celebration of any holiday.* Every employer engaged in furnishing public service or in any other kind of business in respect to which the state board of labor and industries shall find that public necessity or convenience requires the employment of children under the age of eighteen or women by shifts during different periods or parts of the day, shall post in a conspicuous place in every room in which such persons are employed a printed notice stating separately the hours of employment for each shift or tour of duty and the amount of time allowed for meals. Printed forms of such notices shall be provided by the state board of labor and industries, after approval by the attorney-general. A list by name of the employees, stating in which shift each is employed, shall be kept on file at each place of employment for inspection by employees and by officers charged with the enforcement of the law. In cases of extraordinary emergency as defined by Acts, 1911, c. 494, § 1, as amended by Gen. Acts, 1916, c. 240, § 1, or extraordinary public requirement, the provisions of this act shall not apply to employers engaged in public service or in other kinds of business in which shifts may be required as hereinbefore stated; but in such cases no employment in excess of the hours authorized under the provisions of this act shall be considered as legalized until a written report of the day and hour of its occurrence and its duration is sent to the state board of labor and industries. [See also paragraphs 571 and 571A.] [Acts, 1909, c. 514, § 48, as last am. by Acts, 1913, c. 758, by Gen. Acts, 1915, c. 57, Gen. Acts, 1916, c. 222, and by Gen. Acts, 1919, c. 113.]

**463A. Law regulating hours of employment of women and children to apply to operators of elevators.**<sup>1</sup> — The provisions of Acts, 1909, c. 514, § 48, and of any amendments thereof, and of any law hereafter enacted restricting the hours of women and minors laboring in factories, or workshops, or in mercantile, manufacturing or mechanical establishments shall, unless it is otherwise expressly provided, apply to women and minors operating elevators in any of the aforesaid establishments, or in any building occupied in whole or in part by any such establishment, or in any office building. [Gen. Acts, 1918, c. 147.]

**474. Hours of labor of certain minors.**<sup>2</sup> — No boy under the age of eighteen

<sup>1</sup> See paragraphs 462 and 463.

<sup>2</sup> This paragraph (Gen. Acts, 1917, c. 294) was affected by Gen. Acts, 1919, c. 113 (see paragraph 462) in so far as it applies to any factory, or workshop, manufacturing, mercantile, or mechanical establishment, telegraph office or telephone exchange, or any express or transportation company.

years and no girl under the age of twenty-one years shall be employed or permitted to work in, about or in connection with any establishment or occupation<sup>1</sup> named in Acts, 1913, c. 831, § 1 for more than six days in any one week, nor more than fifty-four hours in any one week, nor more than ten hours in any one day, nor before the hour of five o'clock in the morning, nor after the hour of ten o'clock in the evening, nor in the manufacture of textile goods after the hour of six o'clock in the evening: *provided, however, that girls under the age of twenty-one years may be employed as operators in regular service telephone exchanges until, but not after, the hour of eleven o'clock in the evening.* [Acts, 1913, c. 831, § 9, as am. by Gen. Acts, 1917, c. 294.]

**478. Intervals from work for meals.** — No woman or person under eighteen years of age shall be employed for more than six hours at one time in a factory or workshop in which five or more such persons are employed without an interval of at least *forty-five* minutes for a meal; but such person may be so employed for not more than six and one half hours at one time if such employment ends not later than one o'clock in the afternoon and if he or she is then dismissed from the factory or workshop for the remainder of the day; or for not more than seven and one half hours at one time if he or she is allowed sufficient opportunity for eating a lunch during the continuance of such employment and if such employment ends not later than two o'clock in the afternoon, and he or she is then dismissed from the factory or workshop for the remainder of the day. [Acts, 1909, c. 514, § 68, as am. by Gen. Acts, 1917, c. 110.]

#### MISCELLANEOUS.

**489. Moving of heavy receptacles by female employees.** — Boxes, baskets and other receptacles which with their contents weigh seventy-five pounds or over and which are to be moved by female employees in any manufacturing or mechanical establishment, shall be provided with pulleys or casters connected with such boxes or other receptacles so that they can be moved easily from place to place in such establishments. [Acts, 1913, c. 426, § 1, as am. by Acts, 1914, c. 241, and by Gen. Acts, 1915, c. 27.]

**493. Appointment of women as special police officers.** — The mayor or the police commissioner or commissioners, or the board of police of a city, or the selectmen of a town may appoint one or more women as special police officers, who shall have, within the limits of such city or town, all the powers conferred by law upon constables, except in relation to the service of civil process, and all the powers conferred upon the police as watchmen. [Acts, 1914, c. 510, § 1, as am. by Gen. Acts, 1918, c. 168, § 1.]

**495. Medical chests in mercantile establishments where women or minors are employed.** — . . . Every person, firm or corporation carrying on a business in a mercantile establishment in which twenty or more women or minors are employed, shall *in the manner aforesaid* [at all times keep and maintain free of expense to the employees] such medical and surgical chest as the state board of labor and industries may require. . . . [Acts, 1909, c. 514, § 104, as am. by Acts, 1914, c. 557, and by Gen. Acts, 1915, c. 216.]

<sup>1</sup> The establishments and occupations named were as follows: Factory, workshop, manufacturing, mechanical or mercantile establishment, barber shop, bootblack stand or establishment, public stable, garage, brick or lumber yard, telephone exchange, telegraph or messenger office or in the construction or repair of buildings, or in any contract or wage-earning industry carried on in tenement or other houses.

## 5. WAGES.

## GENERAL ACTS.

**497. Weekly payment of wages.** — Every person, firm or corporation engaged in carrying on a hotel or club in a city, or a factory, workshop, manufacturing, mechanical or mercantile establishment, mine, quarry, railroad or street railway, or a telephone, telegraph, express or water company, or in the erection, alteration, repair or removal of any building or structure, or the construction or repair of any railroad, street railway, road, bridge, sewer, gas, water or electric light works, pipes or lines, shall pay weekly each employee engaged in his or its business the wages earned by him to within six days of the date of said payment, but any employee leaving his or her employment, shall be paid in full on the following regular pay day; and any employee discharged from such employment shall be paid in full on the day of his discharge, or in the city of Boston as soon as the provisions of law requiring pay rolls, bills and accounts to be certified shall have been complied with; and the commonwealth, its officers, boards and commissions shall so pay every mechanic, workman and laborer who is employed by it or them, and every person employed by it or them in any penal or charitable institution, and every county and city shall so pay every employee who is engaged in its business the wages or salary earned by him, unless such mechanic, workman, laborer or employee requests in writing to be paid in a different manner; and every town shall so pay each employee in its business if so required by him; but an employee who is absent from his regular place of labor at a time fixed for payment shall be paid thereafter on demand. The provisions of this section shall not apply to an employee of a co-operative corporation or association if he is a stockholder therein unless he requests such corporation to pay him weekly. The public service commission, after a hearing, may exempt any railroad corporation from paying weekly any of its employees if it appears to the board that such employees prefer less frequent payments, and that their interests and the interests of the public will not suffer thereby. No corporation, contractor, person or partnership shall by a special contract with an employee or by any other means exempt himself or itself from the provisions of this and the following section. Whoever violates the provisions of this section shall be punished by a fine of not less than ten nor more than fifty dollars. [*Acts, 1909, c. 514, § 112, as last am. by Gen. Acts, 1915, c. 75, by Gen. Acts, 1916, c. 229, and by Gen. Acts, 1918, c. 87.*]

**499. Prosecution for violations of the law relative to weekly payment of wages.** — The state board of labor and industries may make a complaint against any person for a violation of the provisions of [Acts, 1909, c. 514, § 112]. Complaints for such violation shall be made within *three months* after the date thereof, and, on the trial, no defence for failure to pay as required, other than the attachment of such wages by the trustee process or a valid assignment thereof or a valid set-off against the same, or the absence of the employee from his regular place of labor at the time of payment, or an actual tender to such employee at the time of payment of the wages so earned by him, shall be valid. The defendant shall not set up as a defence a payment of wages after the bringing of the complaint. An assignment of future wages which are payable weekly under the provisions of this act shall not be valid if made to the person from whom such wages are to become due or to any person on his behalf or if made or procured to be made to another person for the purpose of relieving the employer from the

obligation to pay weekly. The word "person" in this section shall include the corporations, contractors, persons and partnerships described in [Acts, 1909, c. 514, § 112]. [Acts, 1909, c. 514, § 113, as am. by Gen. Acts, 1916, c. 14.]

**499A. Weekly payment of wages, employees may petition for.** — A justice or clerk of a police, municipal or district court, or a trial justice may, upon the application of any employee issue a summons to an employer to appear and show cause why a warrant should not issue against him for a violation of Acts, 1909, c. 514, § 112. Upon the return of such summons and after a hearing the justice may issue a warrant upon the complaint of any such employee. [Gen. Acts, 1915, c. 214.]

**499B. Employees of trust companies not to receive fees other than wages or salaries.** — Other than the usual salary or director's fee paid to any officer, director or employee of a trust company, and other than a reasonable fee paid by a trust company to an . . . employee for services rendered to the company, no . . . employee, or attorney of a trust company shall be a beneficiary of or receive, directly or indirectly, any fee, commission, gift, or other consideration for or in connection with any transaction or business of the trust company. Nothing contained in this section shall be construed as forbidding the receipt of interest on a deposit made by any such . . . employee, or as prohibiting any such . . . employee from borrowing from the trust company in accordance with law. [Gen. Acts, 1915, c. 219, § 1.]

**499C. Penalty.** — Any person violating any provision of this act shall be punished by a fine not exceeding \$5,000, or by imprisonment for a term not exceeding one year, or by both such fine and imprisonment. [Gen. Acts, 1915, c. 219, § 2.]

**499D. Employers prohibited from receiving gratuities given employees for the checking of clothing.** — It shall be unlawful for any person, firm or corporation directly or indirectly to accept or receive any gratuity given to an employee of such person, firm or corporation, for the checking of clothing.

Violation of this act shall be punished by a fine of not less than fifty dollars for each offence. [Gen. Acts, 1918, c. 149, §§ 1, 2.]

**502A. Excessive deductions not permitted from wages of employees on account of tardiness.** — There shall not be deducted from the wages of an employee in any factory, workshop, manufacturing, mechanical or mercantile establishment, or from the wages of a mechanic, workman or laborer, on account of the employee's coming late to work, a sum in excess of the proportionate wage which would have been earned during the time actually lost.

Violation of any provision of this act shall be punished by a fine of not more than fifty dollars for each offence. [Gen. Acts, 1918, c. 192, §§ 1, 2.]

**506. Certain wage funds exempt from taxation, etc.**<sup>1</sup> — The property of [an association formed for the purpose of providing annuities, pensions or endowments for employees retiring from their employment on account of age, under a system by which the participating employees contribute to the funds of the association a percentage or portion of their salaries or wages as fixed by the by-laws of the association] and the portion of the wages or salary of an employee deducted or to be deducted under [Acts, 1910, c. 559], the right of an employee to an annuity, pension or endowment, and all his rights in the funds of the association, shall be exempt from taxation and from the operation of any law relating to bankruptcy or insolvency, and shall not be liable to attachment by trustee process or be liable to be taken on execution or on

<sup>1</sup> In effect February 1, 1920. See Gen. Acts, 1919, c. 5.

any other process legal or equitable to satisfy any debt or liability of the employer or of any member of the association. *No assignment of any right in or to said funds or of any pension, annuity or endowment payable under this act shall be valid, except as provided in [Acts, 1910, c. 559, § 1]. [Acts, 1910, c. 559, § 3, as am. by Gen. Acts, 1918, c. 257, § 136.]*

**512. Assignment of wages.** — The provisions of this act [Gen. Acts, 1916, c. 208, see paragraphs 512A and 514] shall not be construed to repeal or affect the provisions of [Acts, 1912, c. 675, § 6]. [Gen. Acts, 1916, c. 208, § 3.]

**512A. Assignment of wages.** — No assignment of future wages shall be valid for a period exceeding two years from the date thereof, nor unless made to secure a debt contracted prior to or simultaneously with the execution of said assignment, nor unless executed in writing in the standard form herein set forth and signed by the assignor in person and not by attorney, nor unless such assignment states the date of its execution, the money or the money value of goods actually furnished by the assignee and the rate of interest, if any, to be paid thereon. *Three fourths of the weekly earnings or wages of the assignor shall at all times be exempt from assignment, and no assignment shall be valid which does not so state on its face. No such assignment shall be valid when made by a married man unless the written consent of his wife to the making thereof is attached thereto.* [Acts, 1909, c. 514, § 121, as am. by Gen. Acts, 1916, c. 208, § 1.]

**514. Standard form of assignment.** — Said standard form of assignment shall be as follows: —

KNOW ALL MEN BY THESE PRESENTS.

That I, \_\_\_\_\_ of \_\_\_\_\_ in the county of \_\_\_\_\_, for a valuable consideration, to me paid by \_\_\_\_\_, of \_\_\_\_\_, the receipt whereof I do hereby acknowledge, do hereby assign and transfer to said \_\_\_\_\_

all claims and demands, *not exempt by law*, [which I now have, and all]<sup>1</sup> which within a period of \_\_\_\_\_ from the date hereof I may and shall have against my present employer, and against any person whose employ I shall hereafter enter, [for all sums of money due and]<sup>1</sup> for all sums of money and demands which, at any time within said period may and shall become due to me, for services as \_\_\_\_\_. To have and to hold the same to the said \_\_\_\_\_, his executors, administrators and assigns, to secure a debt

(1) Of \_\_\_\_\_ dollars [with interest thereon from \_\_\_\_\_, at the rate of \_\_\_\_\_ per cent per annum],<sup>1</sup> for money [or goods]<sup>1</sup> actually furnished by the assignee amounting to \_\_\_\_\_ dollars.

(2) Contracted prior to the execution of this assignment. [or contracted simultaneously with the execution of this assignment.]<sup>1</sup>

(3) *Three fourths of the weekly earnings or wages, which are \_\_\_\_\_ dollars, are exempt from this assignment.*

IN WITNESS WHEREOF, I have set my hand this \_\_\_\_\_ day of \_\_\_\_\_.

Signed and delivered, in presence of \_\_\_\_\_ h. \_\_\_\_\_ m. \_\_\_\_\_ m. Received \_\_\_\_\_ and entered in records of assignment of wages in clerk's office of the \_\_\_\_\_ of \_\_\_\_\_, book \_\_\_\_\_, page \_\_\_\_\_, Clerk.

[Acts, 1909, c. 514, § 124, as am. by Gen. Acts, 1916, c. 208, § 2.]

LIENS FOR LABOR.

**517. Liens acquired under these sections protected.** — (a) *Enforcement of liens under these sections provided for.* — Any person who has performed labor in, or has furnished labor or materials actually used in the erection, alteration, repair or removal

<sup>1</sup> Brackets appear in the original text of the act.



of a building or structure upon land, by virtue of an agreement made prior to January first, nineteen hundred and sixteen, may, subject to the intervening rights of third parties, enforce a mechanic's lien therefor in accordance with the provisions of R. L., c. 197, and acts in amendment thereof in the same manner as if Gen. Acts, 1915, c. 292, had not been enacted. All the provisions of said chapter 197 and of acts in amendment thereof, are hereby re-enacted so far as is necessary for this purpose. [*Gen. Acts, 1916, c. 163, § 1, as am. by Gen. Acts, 1917, c. 213.*]

(b) *Transfer of actions in conformance with the new law of 1916 provided for.* — If an action or other proceeding to enforce such a lien has been brought in the superior court which ought to have been brought in a police, district or municipal court or before a trial justice, or if such action or proceeding has been brought in a police, district or municipal court or before a trial justice, which ought to have been brought in the superior court, if the error is discovered at any stage of the proceedings the court may, upon motion of any party thereto, order the action or proceeding, with all the papers relating thereto, to be transferred to the proper court upon terms to the defendant; and it shall thereupon be entered and prosecuted as if it had been brought therein, and all prior proceedings otherwise regularly taken shall thereafter be valid. [*Gen. Acts, 1916, c. 163, § 2.*]

**517A. Lien for labor further defined.** — Repealed by Gen. Acts, 1915, c. 292, § 13. Re-enacted in new form as follows: — A person to whom a debt is due for *personal* labor performed in the erection, alteration, repair or removal of a building or structure upon land, by virtue of an agreement with, or by consent of, the owner of such building or structure, or of a person having authority from or rightfully acting for such owner in procuring or furnishing such labor, shall, subject to the provisions of this act, other than in section three [see paragraph 517C] have a lien upon such building or structure and upon the interest of the owner thereof in the lot of land upon which it is situated, for not more than eighteen days' work actually performed during the forty days next prior to his filing a statement as provided in section seven. [See paragraph 522.] [*Gen. Acts, 1915, c. 292, § 1.*]

**517B. Written contracts to be recorded.** — A person who enters into a written contract with the owner of land for the whole or any part of the erection, alteration, repair or removal of a building or structure upon land, or for furnishing material therefor, shall have a lien upon said building or structure and upon the interest of the owner in said lot of land as appears of record at the date when notice of said contract is filed or recorded in the registry of deeds for the county or district wherein such land lies, to secure the payment of all labor and material which shall thereafter be furnished by virtue of said contract. Said notice may be filed or recorded by any person entitled under the provisions of this act to enforce a lien and shall be in substantially the following form: —

Notice is hereby given that by virtue of a written contract, dated  
191 , between

owner, and , contractor, said contractor  
is to furnish labor and material for the erection, alteration, repair or removal of a building on a  
lot of land described as follows:

. Said contract is to be completed on or  
before 191 .

A notice of any extension of such contract, stating the date to which it is extended, shall also be filed or recorded in the registry prior to the date stated in the notice of

a contract for the completion thereof, *and may be filed by any party entitled to file the original notice.*

Such notices, and all other instruments hereinafter required to be filed or recorded in the registry of deeds, affecting registered land shall be filed and registered in the manner prescribed by R. L., c. 128, § 70, and acts in amendment thereof and in addition thereto. Such notices, and all other instruments hereinafter required to be filed or recorded in the registry of deeds, affecting unregistered land shall be indexed in a separate book to be kept for that purpose. [*Gen. Acts, 1915, c. 292, § 2, as am. by Gen. Acts, 1916, c. 306, § 1.*]

**517C. Form of notice; and creation of lien by the filing thereof.** — SECTION 3A. Any person who shall subsequent to the date of the original contract, furnish labor or materials, or both labor and materials, or perform labor under a written contract with a contractor, or with a sub-contractor of such contractor, may file in the registry of deeds for the county or district wherein such land lies, a notice of his contract substantially in the following form:—

Notice is hereby given that by virtue of a written contract dated.....  
 .....between.....contractor (or sub-contractor) and.....  
 .....said.....is to furnish labor or materials, or both labor and  
 materials, or perform labor in the erection, alteration, repair or removal of a building or structure by.....contractor, for.....owner, on  
 a lot of land described as follows;

Said contract is to be completed on or before.....191....

A notice of any extension of such contract, stating the date to which it is extended, shall also be filed or recorded in the registry prior to the date stated in the notice of a contract for the completion thereof.

Upon filing of a notice, as hereinbefore provided, and giving actual notice to the owner of the filing of such notice, the sub-contractor shall have a lien to secure the payment of all labor and material which he shall thereafter furnish, upon the building or structure, and upon the interests of the owner, as appears of record at the time of filing said notice, in the lot of land on which said building or structure is situated. But such lien shall in no event exceed the amount due or to become due under the original contract when notice of the filing of the sub-contract is given by the sub-contractor to the owner; and the time for the performance of the contract of the sub-contractor shall not be extended beyond the time for the performance of the original contract and any extension thereof, if the objection thereto of the owner is filed in the registry of deeds and actual notice of such objection is given by the owner to the sub-contractor within five days after the owner received notice of the filing of the contract as provided in this section. [*Gen. Acts, 1915, c. 292, § 3, as last am. by Gen. Acts, 1918, c. 265, § 1.*]

**517D. Public buildings exempt.** — No lien shall attach to any land, building or structure thereon owned by the commonwealth, or by a county, city, town, water district or fire district. [*Gen. Acts, 1915, c. 292, § 5.*]

**517E. Act, when to become operative.** — This act shall take effect on January 1, 1916. [*Gen. Acts, 1915, c. 292, § 14.*]

**518. Lien for labor upon entire contract.** — Repealed by Gen. Acts, 1915, c. 292, § 13.

**519. Notice of lien for materials.** — Repealed by Gen. Acts, 1915, c. 292, § 13. (But see paragraphs 517B and 517C.)

**520. No lien if notice by owner.** — Repealed by Gen. Acts, 1915, c. 292, § 13.

**521. Lien invalid against prior mortgage.** — No lien, *except under the provisions of section one*, shall avail as against a mortgage actually existing and *duly registered or recorded prior to the filing or recording in the registry of deeds of the notice required by the provisions of this act*, and no lien under section one shall avail as against such a mortgage unless the work or labor performed is in the erection, alteration, repair or removal of a building or structure, which erection, alteration, repair or removal was actually begun prior to the recording of the mortgage. [Gen. Acts, 1915, c. 292, § 6, as am. by Gen. Acts, 1916, c. 306, § 4.]

**522. Lien to be dissolved unless a statement is filed.** — Repealed by Gen. Acts, 1918, c. 265, § 3. Re-enacted in new form as follows: — The lien provided for by § 2 and the lien provided for by § 3 shall be dissolved unless the contractor, or some person claiming by, through or under him, shall, within thirty days after the date on which the principal contract is to be performed, file in the registry of deeds in the county or district in which the land is situated a statement, signed and sworn to by him, or by some person in his behalf, giving a just and true account of the amount due him, with all just credits, a brief description of the property, and the name of the owner or owners as set forth in the notice of contract. The lien provided for by § 3a [paragraph 517C] shall be dissolved unless the sub-contractor, or some person claiming by, through or under him, shall, within thirty days after the date on which the contract of said sub-contractor is to be performed, file in the registry of deeds in the county or district in which the land is situated a statement, signed and sworn to by him, or by some person in his behalf, giving a just and true account of the amount due him, with all just credits, a brief description of the property, and the name of the owner or owners as set forth in the notice of contract. The lien for labor provided for by § 1 shall be dissolved unless such certificate is filed within the forty days provided in said section. [Gen. Acts, 1918, c. 265, § 3.]

**523. Inaccuracy in statement, etc.** — Repealed by Gen. Acts, 1915, c. 292, § 13. Re-enacted in new form as follows: — . . . The validity of the lien shall not be affected by an inaccuracy in the *description* of the property to which it attaches, *if the description is sufficient to identify the property*, or by an inaccuracy in stating the amount due for labor or materials unless it is shown that the person filing the statement has wilfully and knowingly claimed more than is due to him. [Gen. Acts, 1915, c. 292, § 8.]

**523A. Pleadings and proofs in suits to recover for work done.** — In any action hereafter brought to recover the amount due for goods, wares and merchandise alleged to have been sold and delivered, or for work, labor and services alleged to have been performed, the plaintiff, by notice in writing served on the defendant or his attorney, may call upon the other party to admit, for the purpose of the trial of the action, any fact which is material or the execution of any written paper which he intends to use at such trial. The court may delay the trial until such notice is answered. If no answer is returned within ten days after a copy of said demand is filed in the clerk's office, or within such further time as may on motion be granted, the truth of the fact or the execution of the paper shall, for the purposes of that action, be held to be admitted.

This act shall take effect on January 1, 1918. [Gen. Acts, 1917, c. 194.]

**524. Duties of register.** — Affected by Gen. Acts, 1915, c. 292, § 2. [See paragraph 517B.]

**525. Petition to enforce lien.** — Repealed by Gen. Acts, 1915, c. 292, § 13. Re-enacted in new form as follows: — The lien shall be dissolved unless a *bill in equity* to enforce it is filed within *sixty days after the filing of the statement required by § 7*. . . . [See paragraph 522.] [*Gen. Acts, 1915, c. 292, § 8.*]

**525A. Lien may be dissolved by filing notice to that effect.** — The lien of any person may, so far as his interest is concerned, be dissolved by a notice, stating that his lien is dissolved, filed in the registry of deeds where the notice of the contract is filed under which contract the lien is claimed, signed by the party who filed the notice of the contract. [*Gen. Acts, 1915, c. 292, § 2, as am. by Gen. Acts, 1918, c. 265, § 2.*]

**526. Jurisdiction.** — Repealed by Gen. Acts, 1915, c. 292, § 13. Re-enacted in new form as follows: — *All proceedings to enforce a lien upon land for the erection, alteration, repair or removal of a building or other structure, shall be begun by bill in equity filed in the superior court for the county in which the land lies.* . . . [*Gen. Acts, 1915, c. 292, § 4.*]

**527. Who may join.** — Repealed by Gen. Acts, 1915, c. 292, § 13. Re-enacted in new form as follows: — . . . *The petitioner shall bring his bill in his own behalf and in behalf of all other persons in interest who shall become parties.* . . . [*Gen. Acts, 1915, c. 292, § 4.*]

**528. Summons, return day, etc.** — Repealed by Gen. Acts, 1915, c. 292, § 13. Re-enacted in new form as follows: — . . . *The subpoena shall be returnable not more than sixty days subsequent to the entry of the bill and shall contain a brief description of the property, sufficient to identify it, and a statement of the amount alleged to be due.* An attested copy thereof shall be filed in the registry of deeds and recorded as provided in *R. L., c. 197, § 8.* . . . [*Gen. Acts, 1915, c. 292, § 4.*]

**529A. Fees for service of civil process.** — Two clauses of Gen. Acts, 1915, c. 292, § 4, relative to fees of the officer were repealed by Gen. Acts, 1916, c. 306, § 3.

**530. Further notice.** — Repealed by Gen. Acts, 1915, c. 292, § 13. Re-enacted in new form as follows: — . . . All other parties in interest may appear and have their rights determined in such bill, and at any time before a final decree, upon the suggestion of any party in interest that any other person is or may be interested in the suit, or of its own motion, the court may issue a subpoena to such person, or a precept directing him to appear in said cause on or before a day certain or be forever barred from any rights thereunder. The court may in its discretion provide for notice to absent parties in interest. The terms "party in interest" and "person in interest", as used in this act, shall include mortgagees and attaching creditors. [*Gen. Acts, 1915, c. 292, § 4, as am. by Gen. Acts, 1916, c. 306, § 3.*]

**531. Other creditors may intervene; amendments.** — Repealed by Gen. Acts, 1915, c. 292, § 13. [But see paragraph 530.]

**542. Attachment prior to filing of statement.** — The rights of an attaching creditor shall not prevail as against the lien for personal labor provided for in [Gen. Acts, 1915, c. 292, § 1], nor against the claim of a lienor where notice or notices of contract have been filed or recorded in the registry of deeds as provided in §§ 2 and 3a prior to the recording of the attachment. [*Gen. Acts, 1915, c. 292, § 10, as am. by Gen. Acts, 1916, c. 306, § 5, and by Gen. Acts, 1918, c. 265, § 4.*]

**542A. Order of validity and disposal of attachments and liens.**<sup>1</sup> — An

<sup>1</sup> In effect February 1, 1920. See Gen. Acts, 1919, c. 5.

attachment recorded prior to the recording of the notice of contract shall prevail against a lien, other than for personal labor, to the extent of the value of the buildings and land as they were at the time when the labor was commenced or the materials furnished for which the lien is claimed, and in case of a sale under R. L., c. 197, § 17, the court shall determine, in the manner provided in [c. 197, § 15] what proportion of the proceeds of the sale, as derived from the value of the property at such time, shall be held subject to the attachment. If the attaching creditor recovers judgment the proceeds so held subject to his attachment, or as much thereof as may be necessary, shall be applied upon his execution, and the residue, if any, shall be disposed of in the same manner as if there had been no such attachment. If the interest of the owner of the property is attached after the filing of the notice the proceeds of any sale of the property under said § 17, after discharging all prior liens and claims, shall be applied to satisfy the execution of the attaching creditor, provided the lienor or the officer making the sale has actual notice of the attachment. Several attaching creditors as between themselves shall be paid according to the order of their attachments. [*Gen. Acts, 1915, c. 292, § 10, as am. by Gen. Acts, 1916, c. 306, § 5, and by Gen. Acts, 1918, c. 257, § 444.*]

**543. Attachment after filing.** — Repealed by Gen. Acts, 1915, c. 292, § 13. [But see paragraph 542.]

**544. Attaching creditors and claimants of liens, how paid.** — Repealed by Gen. Acts, 1915, c. 292, § 13.

**545. Dissolution by owner.** — Repealed by Gen. Acts, 1915, c. 292, § 13. Re-enacted in new form as follows: — In a bill in equity under the provisions of section four [see paragraph 526], the court may, in its discretion, accept a bond, with sufficient surety or sureties, to dissolve the lien of any creditor or all liens, as to the whole or any part of the property, or any interest therein. Such bond shall be filed by the obligor in the registry of deeds within ten days after its approval, and shall not dissolve the lien unless so filed. It shall be recorded, and may then be taken from the registry by the obligee. [*Gen. Acts, 1915, c. 292, § 11.*]

**545A. Bond with sureties may be given.** — Any person in interest may cause to be recorded in the registry of deeds in the district in which the land lies, a bond having as surety therein a corporation organized to do a surety business in this commonwealth, or individual sureties as hereafter provided, in which bond the register of deeds for the district and his successor or successors in office shall be obligee, in such penal sum as shall be fixed by the building commissioner or other officer performing like duties under any statute, ordinance or by-law of a city or town in which the land in question lies, or, in case there is no such officer, then by a justice or clerk of a court having jurisdiction in the locality where the land lies. The bond shall describe the land in such detail as is required in a common conveyance of land, and shall be in form substantially as follows: —

Know all Men by these Presents.

That we

of \_\_\_\_\_ in the County of \_\_\_\_\_  
and Commonwealth of Massachusetts, as principal, and  
in the Commonwealth, as surety or sureties, are holden and stand firmly bound and obliged  
unto \_\_\_\_\_  
Register of Deeds for the \_\_\_\_\_  
County of \_\_\_\_\_ in the full and just sum of \_\_\_\_\_  
Dollars to be paid unto said Register and his successors in said office, to which payment, well

and truly to be made, we bind ourselves, our heirs, executors, administrators, successors and assigns, jointly and severally, firmly by these presents.

Sealed with our seals and dated the \_\_\_\_\_ day  
of \_\_\_\_\_ in the year of our Lord one thousand nine  
hundred and \_\_\_\_\_  
The condition of this obligation is such,  
That whereas said \_\_\_\_\_  
is interested in the erection, alteration, repair or removal of a building on a certain lot of land  
situated within the \_\_\_\_\_

Registry District in the Commonwealth, bounded and described as follows  
and desires under the provisions of chapter one hundred and ninety-seven of the Revised Laws  
and acts in amendment thereof and in addition thereto to free said land from claims for personal  
labor in accordance with the provisions of said statute and amendments thereto;

Now, therefore, if the above bounden \_\_\_\_\_  
shall pay or cause to be paid for any and all personal labor performed in the erection, alteration,  
repair or removal of said building on said land, under the contract stated in the certificate on  
the back hereof, irrespective of any agreement made between him and the owner or any other  
persons now interested or who may hereafter be interested therein, then the above written obliga-  
tion shall be null and void; otherwise to remain in full force and virtue.

(Signed, sealed and delivered in presence of)

(Seal)

(Seal)

(Seal)

(CERTIFICATE ON BACK OF BOND.)

I, \_\_\_\_\_ Date \_\_\_\_\_ 191 \_\_\_\_  
principal in the within bond, hereby  
certify that the proposed work on the lot of land described in said bond is the erection — alteration  
— repair — removal of a building, that a fair estimate of the cost of the labor on said building  
will not exceed \_\_\_\_\_ Dollars. The work is to be done under  
a contract made \_\_\_\_\_ 191 \_\_, the parties thereto being \_\_\_\_\_  
\_\_\_\_\_ of \_\_\_\_\_ and \_\_\_\_\_ of \_\_\_\_\_  
Said work is to be completed on or before \_\_\_\_\_  
(Signed.)

If individual sureties are given on said bond, the sureties shall be not less than  
three in number, each of whom shall have owned real estate for at least one year  
next prior to the date of the bond, of a value not less than the penal sum of the bond,  
and said bond shall not be recorded unless the bond and sureties shall have been  
approved by a justice or clerk of a court having jurisdiction in the locality where the  
land lies, after an examination under oath, of all the sureties by said justice or clerk.

After the recording of said bond no lien shall thereafter attach for personal labor  
performed under the contract in respect to which the bond is given.

The register of deeds may refuse to record the said bond if it be defective in form  
or substance, but no party to any such bond shall be discharged by any defect therein  
as against any party who has in good faith allowed his lien to be dissolved by lapse of  
time, in reliance on the bond. The bond may be enforced by a bill in equity in the  
superior court brought by any party in interest. The petitioner shall bring his bill  
in his own behalf and in behalf of all other persons in interest who shall become parties.  
A copy of the subpoena shall be filed and recorded in the registry of deeds, and the  
fees of the officer shall be as provided in § 4. [See paragraphs 529A and 530]. [*Gen.  
Acts, 1915, c. 292, § 9.*]

**546. Certificate.**— Repealed by Gen. Acts, 1915, c. 292, § 13. Re-enacted in  
new form as follows:— If it appears to the court that no person is entitled to a lien,

or that every lien has been discharged by payment of the lien, the court shall forthwith cause a decree to be entered to the effect that the lien is dissolved, and a certificate to that effect shall be sent forthwith by the clerk to the register of deeds. Such certificate shall be filed and recorded in the manner provided in R. L., c. 197, § 8. [*Gen. Acts, 1915, c. 292, § 12.*]

**549. Dissolution by creditor.** — Repealed by Gen. Acts, 1915, c. 292, § 13.

**550. Dissolution by payment.** — Repealed by Gen. Acts, 1915, c. 292, § 13.

**550A. Certain acts repealed, etc.** — R. L., c. 197, §§ 1, 2, 3, 4, 5, 6, 7, 9, 10, 11, 12, 13, 14, 25, 26, 27, 28, 29, 30 and 31 are hereby repealed. All other provisions of said chapter shall apply to proceedings under this act. [*Gen. Acts, 1915, c. 292, § 13.*]

#### WAGES.

**571. Rates of compensation to be posted in textile factories.** — (a) *Duties of employers.* — The occupier or manager of every textile factory shall post in every room where any employees work by the job, in legible writing or printing, and in sufficient numbers to be easily accessible to such employees, specifications of the character of each kind of work to be done by them, and the rate of compensation. Such specifications in the case of weaving rooms shall state the intended and maximum length of a cut or piece, the count per inch of reed, and the number of picks per inch, width of loom, width of cloth woven in the loom, and the price per cut or piece, or per pound; or, if payment is made per pick or per yard, the price per pick or per yard; and each warp shall bear a designating ticket or mark of identification. In roving or spinning rooms, the number of roving or yarn and the price per hank for each size of machine shall be stated; and each machine shall bear a ticket stating the number of the roving or yarn made upon it. The maximum length of a cut or piece shall not exceed three per cent of its intended length; but if it appears that a variation in excess of the amount hereinbefore set forth has been caused in whole or in part by any weaver in the employ of any person charged with the violation of this act, this shall be deemed a sufficient defence to a prosecution. *The said specifications shall also contain a detailed schedule of the method of computation of the price of cotton or silk or mixed cotton and silk weaving paid by the said occupier or manager, and no particular in the specifications shall be expressed by means of symbols, but every particular shall be sufficiently clear and complete as to enable the operative to determine readily the price payable for the cut or piece.* [*Acts, 1909, c. 514, § 116, as am. by Acts, 1911, c. 263, and by Gen. Acts, 1919, c. 193, § 1.*]

(b) *Penalty.* — *Violation of any provision of said section 116 shall be punished by a fine of one hundred dollars for the first offence, of two hundred dollars for the second offence, and of five hundred dollars and imprisonment for a period not exceeding thirty days or by both such fine and imprisonment at the discretion of the court, for the third offence.* [*Gen. Acts, 1919, c. 193, § 2.*]

**571A. Posting of information in places of employment.** — The minimum wage commission may require employers to post in conspicuous positions in their places of employment such notices as the said commission may issue for the information of employees. [*Gen. Acts, 1915, c. 65, § 1.*]

## 6. WORKMEN'S COMPENSATION AND EMPLOYERS' LIABILITY.

## EMPLOYERS' LIABILITY.

**577. When death from such accident is not instantaneous.**<sup>1</sup> — If the injury described in the preceding section [see Acts, 1909, c. 514, § 127], or an injury caused by the negligence of the employer himself, results in the death of the employee, and such death is not instantaneous or is preceded by conscious suffering, and if there is any person who would have been entitled to bring an action under the provisions of the following section [see Acts, 1909, c. 514, § 129], the legal representatives of said employee may, in the action brought under the provisions of the preceding section [see Acts, 1909, c. 514, § 127], recover damages for the death in addition to those for the injury; and in the same action under a separate count at common law, may recover damages for conscious suffering resulting from the same injury. [Acts, 1909, c. 514, § 128, as am. by Gen. Acts, 1915, c. 179.]

## WORKMEN'S COMPENSATION.

**590A. Compensation to young workmen who receive injuries.** — Whenever an employee is injured under circumstances that would entitle him to compensation under the provisions of Acts, 1911, c. 751, and acts in amendment thereof and in addition thereto, if it be established that the injured employee was of such age and experience when injured that, under natural conditions, his wages would be expected to increase, that fact may be taken into consideration in determining his weekly wages. [Gen. Acts, 1915, c. 236, § 1.]

**591. No compensation unless injury incapacitates for at least ten days.** — No compensation shall be paid under [the Workmen's Compensation Act] for any injury which does not incapacitate the employee for a period of at least *ten days* from earning full wages, but if incapacity extends beyond the period of *ten days*, compensation shall begin on the *eleventh* day after the injury. *When compensation shall have begun, it shall not be discontinued except with the written assent of the employee or the approval of the board, or a member thereof: provided, however, that such compensation shall be paid in accordance with* [Acts, 1911, c. 751, Part II, § 10, as am. by Acts, 1914, c. 708, § 5] *if the employee in fact earns wages at any time after the original agreement is filed.*

This act shall take effect on January 1, 1917. [Acts, 1911, c. 751, Pt. II, § 4, as am. by Gen. Acts, 1916, c. 90, §§ 1, 2.]

**592. Medical and hospital services.** — During the first two weeks after the injury, and, if the employee is not immediately incapacitated thereby from earning full wages, then from the time of such incapacity, and in unusual cases, in the discretion of the board, for a longer period, the association shall furnish adequate and reasonable medical and hospital services, and medicines, when they are needed. *The employee shall have the right to select a physician other than the one provided by the association, and in case he shall be treated by a physician of his own selection, or, where, in case of emergency or for other justifiable cause, a physician other than the one provided by the association is called in to treat the injured employee, the reasonable cost of his services shall be paid by the association, subject to the approval of the industrial*

<sup>1</sup> See also paragraph 1286.



accident board. Such approval shall be granted only if the board finds *that the employee was so treated by such physician, or that there was such emergency or justifiable cause, and, in all cases, that the services were adequate and reasonable* and the charges reasonable. [Acts, 1911, c. 751, Pt. II, § 5, as am. by Acts, 1914, c. 708, § 1, and by Gen. Acts, 1917, c. 198.]

**593. Amount to be paid in cases of partial incapacity, etc.** — While the incapacity for work resulting from the injury is partial, the association shall pay the injured employee a weekly compensation equal to sixty-six and two thirds per cent of the difference between his average weekly wages before the injury and the average weekly wages which he is able to earn thereafter, but not more than *sixteen* dollars a week; and in no case shall the amount of such compensation be more than four thousand dollars. [Acts, 1911, c. 751, Pt. II, § 10, as am. by Acts, 1914, c. 708, § 5, and by Gen. Acts, 1919, c. 205.]

**594. Compensation to be paid during total incapacity.** — While the incapacity for work resulting from the injury is total, the association shall pay the injured employee a weekly compensation equal to sixty-six and two thirds per cent of his average weekly wages, but not more than *sixteen* dollars nor less than *seven* dollars a week; and in no case shall the period covered by such compensation be greater than five hundred weeks, nor the amount more than four thousand dollars. [Acts, 1911, c. 751, Pt. II, § 9, as last am. by Gen. Acts, 1917, c. 249, § 1, by Gen. Acts, 1918, c. 113, and by Gen. Acts, 1919, c. 197.]

**594-597A. Establishment of a special fund for payments of additional compensation to certain injured employees.** — (a) *Creation of the fund.* — For every case of personal injury resulting in death, covered by the provisions of Acts, 1911, c. 751, and acts in amendment thereof and in addition thereto, in which there are no dependents, the insurance company insuring the liability of the employer shall pay into the treasury of the commonwealth the sum of one hundred dollars. All payments hereunder shall constitute a special fund, of which the treasurer and receiver general shall be the custodian. He shall make payments therefrom for the purposes specified in the following section upon the written order of the industrial accident board. [Gen. Acts, 1919, c. 272, § 1.]

(b) *Injured employees to whom the fund is applicable.* — Whenever an employee who has previously suffered a personal injury resulting in the loss by severance, or the permanent incapacity, of one hand, at or above the wrist, one foot at or above the ankle, or the reduction to one tenth of normal vision of one eye, with glasses, incurs further disability by reason of the occurrence of a subsequent personal injury arising out of and in the course of his employment, through the loss by severance, or the permanent incapacity, of either a hand, at or above the wrist, or a foot, at or above the ankle, or the reduction to one tenth of normal vision in an eye, with glasses, he shall be paid the compensation provided for by c. 751, Pt. II, §§ 9 and 10; or if death results from such subsequent injury, his dependents shall be paid the compensation provided for by sections six and seven of said Part II, in the following manner: One half of such compensation shall be paid by the treasurer and receiver general from the fund established under section one, and the other half by the insurance company insuring the liability of the employer at the time of the subsequent injury; except that the additional compensation due under section eleven of said Part II for the specified injury so sustained, shall be paid solely by the company insuring liability at the time of the subsequent injury. [Gen. Acts, 1919, c. 272, § 2.]

(c) *Other cases provided for.* — All cases not specifically provided for in the above section shall be covered by, and compensation shall be paid under, the provisions of said chapter 751 and acts in amendment thereof and in addition thereto. [Gen. Acts, 1919, c. 272, § 3.]

**598. Dependents, etc.** — The following persons shall be conclusively presumed to be wholly dependent for support upon a deceased employee: —

(d) *A child or children under the age of sixteen (or over the said age but physically or mentally incapacitated from earning) upon a parent who was at the time of his death legally bound to support, although living apart from, such child or children.* [Acts, 1911, c. 751, Pt. II, § 7, as am. by Acts, 1914, c. 708, § 3, and by Gen. Acts, 1919, c. 204.]

**599. Expenses of burial.** — *In all cases the association shall pay the reasonable expense of burial which shall not exceed \$100. If the employee leaves dependents, such sum shall be a part of the compensation payable, and shall to that extent diminish the period of payment.* [Acts, 1911, c. 751, Pt. II, § 8, as am. by Gen. Acts, 1917, c. 269.]

**604. Claims to be in writing; and unintentional inaccuracies therein to be immaterial.** — The claim for compensation shall be in writing and shall state the time, place, cause and nature of the injury; it shall be signed by the person injured or by a person in his behalf, or, in the event of his death, by his legal representative or by a person in his behalf, or by a person to whom payments may be due under this act or by a person in his behalf, and shall be filed with the industrial accident board. *A claim for compensation shall not be held invalid or insufficient by reason of any inaccuracy in stating the time, place, cause or nature of the injury, unless it is shown that it was the intention to mislead and that the association was in fact misled thereby.* The failure to make a claim within the period prescribed by § 15 shall not be a bar to the maintenance of proceedings under this act if it is found that it was occasioned by mistake or other reasonable cause. [Acts, 1911, c. 751, Pt. II, § 23, as am. by Acts, 1912, c. 571, § 5, and by Gen. Acts, 1918, c. 119.]

**610. Committees of arbitration abolished.** — If the association and the injured employee fail to reach an agreement in regard to compensation under this act, or if they have reached such an agreement, which has been signed and filed in accordance with the provisions of this act, and compensation has been paid or is due in accordance therewith and the parties thereto then disagree as to the continuance of any weekly payments under such agreement, either party may notify the industrial accident board *which shall thereupon assign the case for hearing by a member of the board.* [Acts, 1911, c. 751, Pt. III, § 5, as last am. by Acts, 1914, c. 708, § 9, and by Gen. Acts, 1917, c. 297, § 2.]

**611. Arbitrators to be sworn.** — Repealed by Gen. Acts, 1917, c. 297, § 2.

**612. Board to appoint committee of arbitration.** — Repealed by Gen. Acts, 1917, c. 297, § 3.

**613. Inquiries and investigations to be made, etc.** — *The member of the board shall make such inquiries and investigations as shall be deemed necessary. The hearing shall be held in the city or town where the accident occurred, or in such other place as the board may designate; and the decision of the member, together with a statement of the evidence, his findings of fact, rulings of law, and any other matters pertinent to questions arising before him shall be filed with the industrial accident board. Unless a claim for review is filed by either party within seven days, the de-*

cision shall be enforceable under provisions of section eleven of Part III. (See paragraph 616.) [*Acts, 1911, c. 751, Pt. III, § 7, as am. by Acts, 1912, c. 571, § 12, and by Gen. Acts, 1917, c. 297, § 4.*]

**614. Fees of arbitrators.** — Repealed by Gen. Acts, 1917, c. 297, § 5.

**615. Claim for review.** — If a claim for a review is filed, as provided in [*Acts, 1911, c. 751, Pt. III, § 7*], the board shall hear the parties and may hear evidence in regard to any or all matters pertinent thereto and may revise the decision of the *member* in whole or in part, or may refer the matter back to the *member* for further findings of fact, and shall file its decision with the records of the proceedings and notify the parties thereof. No party shall as a matter of right be entitled to a second hearing upon any question of fact. [*Acts, 1911, c. 751, Pt. III, § 10, as am. by Acts, 1912, c. 571, § 13, and by Gen. Acts, 1917, c. 297, § 6.*]

**615A. Claim for review.** — An order or decision of the industrial accident board, a decree of the superior court upon such an order, a decision of an arbitration committee from which no claim for review has been filed within the time allowed therefor, or a memorandum of agreement approved by the industrial accident board, shall have effect, notwithstanding an appeal, until it is otherwise ordered by a justice of the supreme judicial court who may, in any county, suspend or modify such decree, order or decision, during the pendency of the appeal. [*Gen. Acts, 1915, c. 132, § 1.*]

**616. Superior court to render a decree, etc.** — Any party in interest may present certified copies of an order or decision of the board, a decision of a *member* from which no claim for review has been filed within the time allowed therefor, or a memorandum of agreement approved by the board, and all papers in connection therewith, to the superior court for the county in which the injury occurred or for the county of Suffolk, whereupon said court shall render a decree in accordance therewith and notify the parties. Such decree shall have the same effect and all proceedings in relation thereto shall thereafter be the same as though rendered in a suit duly heard and determined by said court, except that there shall be no appeal therefrom upon questions of fact, or where the decree is based upon a decision of a *member* or a memorandum of agreement, and that there shall be no appeal from a decree based upon an order or decision of the board which has not been presented to the court within ten days after the notice of the filing thereof by the board. Upon the presentation to it of a certified copy of a decision of the industrial accident board ending, diminishing or increasing a weekly payment under the provisions of Part III, § 12 [see paragraph 617], the court shall revoke or modify the decree to conform to such decision. [*Acts, 1911, c. 751, Pt. III, § 11, as am. by Acts, 1912, c. 571, § 14, and by Gen. Acts, 1917, c. 297, § 7.*]

**617. Weekly payments may be reviewed.** — Any weekly payment under this act may be reviewed by the industrial accident board or any *member thereof*, and on such review the board or *member* may, in accordance with the evidence and subject to the provisions of this act, issue any order which *may be deemed* advisable. *If the case is heard and decided by a member, his decision shall be subject to review as provided by §§ 7 and 10 of Part III and the general provisions of the act.* [*Acts, 1911, c. 751, Pt. III, § 12, as am. by Acts, 1914, c. 708, § 11, and by Gen. Acts, 1917, c. 297, § 8.*]

**619. Physicians; fees; reports of impartial physicians admissible as evidence.** — The industrial accident board or any member thereof may appoint a duly qualified impartial physician to examine the injured employee and to report. The fee for this service shall be five dollars and travelling expenses, but the board may allow

additional reasonable amounts in extraordinary cases, and the association shall reimburse the board for the amount so paid. *The report of the physician shall be admissible as evidence in any proceeding before the industrial accident board or a committee of arbitration, provided that the employee and insurer have seasonably been furnished with copies thereof.* [Acts, 1911, c. 751, Pt. III, § 8, as am. by Acts, 1914, c. 708, § 10, and by Gen. Acts, 1916, c. 72, § 1.]

**621. Fees of attorneys, etc.** — Fees of attorneys and physicians and charges of hospitals for services under this act shall be subject to the approval of the industrial accident board. If the association and any physician or hospital, or the employee and any attorney, fail to reach an agreement as to the amount to be paid for such services, either party may notify the board, which may thereupon *assign the case for hearing by a member of the board* in accordance with the provisions of this act, and all proceedings thereunder shall be in accordance with the provisions of this act. *The member shall report the facts to the industrial accident board for decision, and the decision shall be enforceable as provided by Part III of § 11.* [Acts, 1911, c. 751, Pt. III, § 13, as am. by Acts, 1914, c. 708, § 12, and by Gen. Acts, 1917, c. 297, § 9.]

**625. Payment of cost of proceedings before the board or member, etc.** — If the industrial accident board, *any member thereof*, or any court before whom any proceedings are brought under this act determines that such proceedings have been brought, prosecuted, or defended without reasonable ground, it shall assess the whole cost of the proceedings upon the party who has so brought, prosecuted or defended them. [Acts, 1911, c. 751, Pt. III, § 14, as am. by Gen. Acts, 1917, c. 297, § 10.]

**630A. Copies of certain hospital records to be admissible as evidence.** — Copies of hospital records kept in accordance with the provisions of Acts, 1905, c. 330, as amended by Acts, 1908, c. 269, and of Acts, 1912, c. 442, certified by the persons in custody thereof to be true and complete, shall be admissible in evidence in proceedings before the industrial accident board, or any member thereof. The board, or any member, in its or his discretion, before admitting any such copy in evidence, may require the party offering the same to produce the original record. [Gen. Acts, 1919, c. 198.]

#### MASSACHUSETTS EMPLOYEES INSURANCE ASSOCIATION.<sup>1</sup>

**638. Association created.** — The Massachusetts Employees Insurance Association is hereby created a body corporate with the powers provided in this act and with all the general corporate powers incident thereto. *The said association may also transact within the commonwealth any kind of liability insurance which mutual companies are allowed by law to transact, and shall be governed by the laws now or hereafter in force relating to the transaction of such business by mutual companies so far as the same are not in conflict with the provisions of this act.* [Acts, 1911, c. 751, Pt. IV, § 1, as am. by Sp. Acts, 1915, c. 314.]

**638A. Association may have all rights and powers of domestic mutual liability companies.** — The Massachusetts Employees Insurance Association may with the approval of the insurance commissioner have and exercise, within or without the commonwealth, all of the rights, powers and privileges vested in or conferred upon domestic mutual liability companies under general laws, and shall be subject to all the laws now or hereafter in force relating to such companies. [Gen. Acts, 1916, c. 200, § 2.]

<sup>1</sup> By Gen. Acts, 1916, cc. 29 and 200, provision was made for the issuance by mutual liability companies of policies covering workmen's compensation.

**647A. Issue of policies.** — Every policy of workmen's compensation insurance issued or delivered in this commonwealth shall cover separately and for a separate consideration all the liabilities which are imposed upon an insurer by the provisions of Acts, 1911, c. 751, and amendments thereof, whatever other contingencies may be insured by riders attached thereto or endorsements made thereon. On the face of every such policy there shall be printed conspicuously the words: "Insurance under this Policy is in Class \_\_\_\_\_ of the company's Workmen's Compensation Classification Manual", and in the blank thus provided the number or other designation in said manual under which the said policy is written shall be placed before the policy is issued. [*Gen. Acts, 1915, c. 287, § 1.*]

**647B. Copies of policies to be filed.** — No such policy of insurance or rider to be used therewith shall be issued or delivered until a copy thereof has been filed with the insurance commissioner at least thirty days prior to such issue or delivery, unless before the expiration of the thirty days the said commissioner shall have approved the form of the policy in writing; nor if the insurance commissioner notifies the company in writing that in his opinion the form of said policy or rider does not comply with the laws of this commonwealth, specifying the reasons for his opinion: *provided*, that upon petition of the company the opinion of the insurance commissioner shall be subject to review by the supreme judicial court of this commonwealth. [*Gen. Acts, 1915, c. 287, § 2.*]

**647C. Joint and several policies may be issued by insurance companies.** — Two or more insurance companies authorized to make such insurance in this commonwealth may unite in issuing joint and several workmen's compensation policies, subject to approval by the insurance commissioner as provided in Gen. Acts, 1915, c. 287, in which case the policies may be headed by the names of all the companies assuming the joint and several obligations under the contract. [*Gen. Acts, 1918, c. 216, § 1.*]

**663. Certain provisions of law to apply.** — Repealed by Sp. Acts, 1915, c. 314, § 2.

#### OTHER INSURANCE AGAINST INDUSTRIAL ACCIDENTS.

**672A. Employers may form mutual companies to insure against certain industrial accidents.**<sup>1</sup> — Ten or more persons who are residents of this commonwealth may form an insurance company on the mutual plan to insure any person, firm or corporation against loss or damage to property of the assured and loss or damage to the life, person or property of another, for which the assured is liable, caused by the explosion of steam boilers, tanks, or other receptacles under pressure, or their connections, or by the breakage or rupture of machinery or fly wheels; or against loss of use and occupancy caused thereby. The corporation shall be formed in the manner described in, and be subject to, the provisions of [R. L., c. 110], §§ 15 to 20, inc., except as is otherwise provided herein. Mutual companies doing business and organized, prior to March 1, 1915, to transact steam boiler insurance may have and exercise all the rights and powers conferred by this section upon companies which may be organized hereunder. [*Gen. Acts, 1915, c. 178, § 1.*]

**672B. General insurance laws applicable.** — A corporation formed as afore-

<sup>1</sup> For an act extending the powers of mutual liability companies, see Gen. Acts, 1917, c. 191. While this act is general in scope, it has a direct bearing upon the protection of workmen who may be injured in the course of their employment.

said shall be subject to all general laws now or hereafter in force applicable to domestic insurance companies, and, except as is otherwise provided herein, to all general laws now or hereafter in force applicable to mutual fire insurance companies. [*Gen. Acts, 1915, c. 178, § 2.*]

**672C. Certain restrictions upon issuing policies.** — No policy shall be issued by a corporation formed as aforesaid until insurance has been applied for to the amount of one million dollars upon not less than one hundred separate risks, or until such corporation has made arrangements for its protection in the case of an excessive loss caused by any one disaster. Such protection may be afforded to a corporation formed as aforesaid, or to any existing mutual steam boiler insurance company, by any company authorized to write the same class of insurance in this commonwealth, or by an insurer not authorized to transact insurance business in Massachusetts in cases where re-insurance in authorized companies cannot be secured at reasonable rates; but, if re-insurance is obtained from an insurer not authorized to transact business in Massachusetts, any such arrangement shall be in writing and shall be subject to the approval of the insurance commissioner. [*Gen. Acts, 1915, c. 178, § 3.*]

**672D. Mutual liability companies may insure against steam-boiler and fly-wheel explosions.** — Mutual companies organized under the laws of this commonwealth and authorized to transact liability insurance may, with the approval of the insurance commissioner, also transact the business authorized by Acts, 1907, c. 576, § 32, cl. 4, and the amendments thereof.

No policy shall be issued by a corporation formed as aforesaid until boiler insurance has been applied for to the amount of one million dollars upon not less than one hundred separate boiler risks.

The provisions of Acts, 1907, c. 576, § 20, and of any amendments thereof, authorizing a mutual boiler insurance company to insure in a single risk an amount not exceeding one fourth of its net assets shall not apply to the mutual companies designated in section one of this act. [*Gen. Acts, 1916, c. 21, §§ 1, 2 and 3.*]

**672E. Re-insurance covering steam-boiler and fly-wheel risks in certain companies allowed, when.** — Insurance in companies not authorized to transact business in this commonwealth, but having the necessary charter rights, may be written to cover steam boiler and fly-wheel risks in this commonwealth under the terms and conditions now or hereafter imposed by law upon the writing of fire insurance on property in this commonwealth in such companies. [*Gen. Acts, 1917, c. 132, § 1.*]

**672F. Further regulation of payments by insurance companies.** — (a) *Company may be required to deposit securities sufficient to cover its outstanding claims.* — The insurance commissioner, hereinafter called the commissioner, in his discretion, may at any time require an insurance company, hereinafter called the company, to deposit in cash or approved securities with the treasurer and receiver general, the present value as computed by the commissioner of all or any part of its outstanding claims incurred under the provisions of Acts, 1911, c. 751, and acts in amendment thereof and in addition thereto. The treasurer and receiver general shall make from such deposit the payments to those entitled thereto under the said chapter, and in the manner provided therein, upon the written request and under the direction of the industrial accident board, hereinafter called the board, or may, if the company so elects, transfer from time to time to a trustee appointed by the company and approved by the board such part of the funds as may be reasonably necessary for making the said payments promptly, and the trustee shall make the same in accordance with the instruc-

tions of the board. The treasurer and receiver general shall keep a separate account with the company of the amount so received, the amount of interest earned and the payments made. In case the amounts so deposited prove, or seem likely to prove, to be insufficient from transfer of funds or otherwise, the commissioner may require the company to deposit such additional sums as he may deem necessary. If the amounts deposited prove to be larger than are required, portions thereof may from time to time be refunded to the company by the treasurer and receiver general, subject to the approval of the board and the commissioner. If any balance remains after the payment of all sums due to injured workmen or their dependents, the treasurer and receiver general shall return the balance to the company upon notice from the board that there is no likelihood of further payments becoming due on account of the said claims. [*Gen. Acts, 1919, c. 226, § 1.*]

(b) *Computation of the present value of outstanding claims to be made.* — The commissioner shall compute the present value of outstanding claims on the basis of information to be furnished to him by the board, and shall assume a rate of interest not higher than four per cent. [*Gen. Acts, 1919, c. 226, § 2.*]

(c) *Certain expenses to be paid by the companies.* — When a deposit is made with the treasurer and receiver general as provided in section one, the company shall pay to the treasurer and receiver general a reasonable amount for the expenses of his office, for the custody of the deposit and for making the payments therefrom. [*Gen. Acts, 1919, c. 226, § 3.*]

(d) *Penalty for non-compliance with the act.* — An insurance company which fails to make the deposit aforesaid when it is required under this act shall cease to write policies of insurance in this commonwealth until the required deposit is made. [*Gen. Acts, 1919, c. 226, § 4.*]

#### **675. Issuing of policies covering accidental bodily injury or disease.<sup>1</sup> —**

1. A provision that such policy, and such papers as may be attached to or endorsed thereon, shall constitute the whole contract of insurance except as the same may be affected by any table of rates or classification of risks filed by the company with the insurance commissioner.

6. A provision that if the insured is injured or contracts disease after having changed his occupation to one classified by the company as more hazardous than that stated in the policy, or while he is doing any act or thing pertaining to any occupation so classified, except ordinary duties about his residence or while engaged in recreation, the company will pay such proportion of the indemnities provided in the policy as the premium paid would have purchased at the rate but within the limits fixed by the company for such more hazardous occupation according to the company's rates and classification of risks filed with the insurance commissioner in this commonwealth prior to the occurrence of the injury or the commencement of the disease for which indemnity is claimed. *As an alternative to the provisions of this paragraph the policy may provide that no reduction shall be made in any indemnity therein provided for by reason of any change in the occupation of the insured or by reason of his doing any act or thing pertaining to any other occupation.*

<sup>1</sup> Affected by Gen. Acts, 1915, c. 237. See paragraph 647A.

7. A provision that the company will pay the *benefit* promised for *specified disabilities or accidental death* within not more than sixty days after the receipt of *due proofs* thereof; or in lieu thereof a provision, at the option of the insured, that such benefit for a specified amount shall be payable in instalments, the provision to state the time within which the first instalment shall be paid, which shall not exceed sixty days from the receipt of due proofs by the company, the time for the payment of subsequent instalments and the number thereof; also, a provision, which may be incorporated in the body of the policy or made a part of the contract by an endorsement or rider, that the company will pay to any person entitled thereto, at least once in thirty days, the amount which has accrued on account of sickness or accident upon receipt of due proof thereof.

8. A provision that cancellation may be effected by the company only by written notice delivered to the insured or mailed to him at his last address as shown by the records of the company and a tender of cash or the company's check for the unearned portion of the premium, but such cancellation shall be without prejudice to any claim arising on account of disability commencing prior to the date on which the cancellation takes effect. *The foregoing provision shall be used only in policies providing for cancellation by the company.* [Acts, 1910, c. 493, § 1, as last am. by Gen. Acts, 1919, c. 92, § 1.]

**675A. Issuing of policies by mutual liability companies.** — No policy shall be issued by a corporation formed as aforesaid until there has been secured by it

(1) Applications for insurance the premiums for which shall not be less than \$50,000, or

(2) Applications by not less than one hundred employers having not less than ten thousand employees, or

(3) Applications by not less than fifty employers having not less than five thousand employees, each of such employers having become obligated by the by-laws of the corporation for an amount not less than five times his cash premium, which may be called for as the necessities of the corporation to pay its losses and expenses may, in the judgment of its directors, require, or

(4) Applications by not less than fifty employers having not less than five thousand employees, accompanied by a bond for \$100,000 running to the commonwealth made by a surety company authorized to transact business therein and conditioned to assume and discharge all the obligations of the statutes applicable thereto upon the failure of the said corporation to perform and discharge the same.

(5) Applications by not less than fifty employers having not less than 5,000 employees, accompanied by a fund of \$50,000 to be deposited with a trustee for the purpose of settling due and unpaid obligations of the corporation which fund, if drawn upon, shall be reimbursed by the employers in proportion to their several premiums; nor, whichever of the five options above stated has been selected, until such corporation has made arrangements for its protection from extraordinary losses caused by disaster. Such protection may be afforded to a corporation as aforesaid, or to any existing mutual liability insurance company or association, by a company not authorized to transact an insurance business in Massachusetts in cases where re-insurance in authorized companies cannot be secured at reasonable rates or for any other reason satisfactory to the insurance commissioner, but any such arrangement for re-insurance must first be approved in writing by the insurance commissioner; nor shall any such policy be issued until a list of the subscribers for such insurance, with such other information as the insurance commissioner may require, shall have been filed in his



department, nor until the president and secretary of the company shall have certified under oath that every subscription for insurance in the list so filed is genuine and made with an agreement with every subscriber that he will take the insurance subscribed for by him within thirty days after the granting by the insurance commissioner of a license to issue policies. If the said officers shall take a false oath relative to the said certificate, they shall be guilty of perjury. Upon the filing of such applications with the insurance commissioner, he may make such investigation as he deems proper and, if his findings warrant it, he may grant a license to such company to issue policies.

No such corporation which has at any time upon its books less insurance than the minimum amount required for one of the above options which it has selected as a basis for beginning business, shall make any further insurance until it has secured applications for policies which will restore the original condition in respect to the number and amount of applications, said applications to be subject to the same provisions of this section as apply to the subscriptions for a new insurance company, nor shall it make any further insurance if the security required by paragraphs (4) and (5) of this section becomes impaired until such impairment is made good.

The liability of any policy holder to pay his proportional part of any assessments which may be laid by the company, in accordance with law and his contract, on account of losses and expenses incurred while he was a member, shall continue so long as there are outstanding any obligations incurred while he was such member. [*Acts, 1911, c. 251, § 3, as am. by Gen. Acts, 1915, c. 181.*]

**675B. Group life insurance policies may be issued.**<sup>1</sup> — (a) *Group life insurance and numerical limits thereof defined.* — Group life insurance is hereby declared to be that form of life insurance covering not less than fifty employees, with or without medical examination, written under a policy issued to the employer, the premium on which is to be paid by the employer or by the employer and employees jointly, and insuring only all of his employees, or all of any class or classes thereof determined by conditions pertaining to the employment, for amounts of insurance based upon some plan which will preclude individual selection, and for the benefit of persons other than the employer: *provided, however*, that when the premium is to be paid by the employer and employee jointly and the benefits of the policy are offered to all eligible employees, not less than seventy-five per cent of such employees may be so insured; or not less than forty per cent if each employee belonging to the insured group has been medically examined and found to be acceptable for ordinary insurance by an individual policy. [*Gen. Acts, 1918, c. 112, § 1.*]

(b) *Forms of policies to be approved by the insurance commissioner; certain provisions necessary.* — On and after July 1, 1918, no policy of group life insurance shall be issued or delivered in this commonwealth until a copy of the form thereof has been filed at least thirty days with the insurance commissioner, unless before the expiration of said thirty days the said commissioner shall have approved the policy in writing; nor if the said commissioner notifies the company in writing within said thirty days that, in his opinion, the form of the policy does not comply with the laws of this commonwealth, specifying the reasons for his opinion, provided, that this action of the said commissioner shall be subject to review by the supreme judicial court; nor shall any such policy be so issued or delivered unless it contains in substance the following provisions:

<sup>1</sup> For an act providing penalties for violation of this act, see *Gen. Acts, 1919, c. 110.*

1. A provision that the policy shall be incontestable after two years from its date of issue except for non-payment of premiums or violation of the conditions of the policy relating to military or naval service in time of war.

2. A provision that the policy, the application of the employer and the individual applications, if any, of the employees insured shall constitute the entire contract between the parties and that all statements made by the employer or by the individual employees shall, in the absence of fraud, be deemed representations and not warranties, and that no such statement shall be used in defence to a claim under the policy unless it is contained in a written application.

3. A provision for the equitable adjustment of the premium or the amount of insurance payable in the event of a misstatement of the age of an employee.

4. A provision that the company will issue to the employer for delivery to the employee whose life is insured under the policy an individual certificate setting forth a statement as to the insurance protection to which he is entitled and to whom it is payable, together with a provision to the effect that in case of the termination of the employment for any reason whatsoever the employee shall be entitled to have issued to him by the company, without evidence of insurability and upon application made to the company within thirty-one days after such termination and upon the payment of the premium applicable to the class of risk to which he belongs and to the form and amount of the policy at his then attained age, a policy of life insurance in any one of the forms customarily issued by the company, except term insurance, in an amount equal to the amount of his protection under such group insurance policy at the time of such termination.

5. A provision that to the group or class thereof originally insured shall be added from time to time all new employees of the employer eligible to insurance in such group or class.

A policy shall be deemed to contain any such provision in substance when, in the opinion of the insurance commissioner, the provision is stated in terms more favorable to the employer or employee than are herein set forth. [*Gen. Acts, 1918, c. 112, § 2.*]

(c) *Such policies may be issued by foreign companies.* — Policies of group life insurance issued by a company not organized under the laws of this commonwealth may, when issued in this commonwealth, contain any provision which is required by the law of the state, territory or district of the United States in which the company was organized, and policies of group life insurance issued by a company organized under the laws of this commonwealth may, when issued or delivered in any other state, territory, district or country, contain any provision required by the laws of the state, territory, district or country in which the same are issued or delivered. [*Gen. Acts, 1918, c. 112, § 3.*]

(d) *Payments under such policies not subject to attachment, etc.* — No policy of group life insurance, or the proceeds thereof when paid to any employee or employees thereunder, or to their beneficiaries, shall be liable to attachment, trustee process or other process or to be seized, taken, appropriated or applied by any legal or equitable process or operation of law to pay any debt or liabilities of such employee or his beneficiary or any other person who may have a right thereunder either before or after payment; nor shall the proceeds thereof, when not made payable to any beneficiary, constitute a part of the estate of the employee for the payment of his debts. [*Gen. Acts, 1918, c. 112, § 4.*]

(e) *Such policies to be exempt from loan provisions; disposal of equity in policies at time of default.* — Group life insurance policies shall be exempt from any loan provision or requirement. Any equity of the insured in a group life insurance policy at the time of default in the payment of a premium, whether that equity exists by reason of the terms of the policy or by statute, shall be applied to purchase extended or paid up insurance for each of the insured at attained age on the basis of the mortality table and rate of interest used in computing the premium for the group. [*Gen. Acts, 1918, c. 112, § 5.*]

(f) *Employer only to be a member of the company.* — Under any group policy issued by a domestic mutual life insurance company, the employer only shall be a member of the company, and entitled to one vote by virtue of such policy at the meetings of the company. [*Gen. Acts, 1918, c. 112, § 6.*]

(g) *Only group life policies issued under this act to be legal.* — Except as provided in this act it shall be unlawful to make a contract of life insurance covering a group in this commonwealth. [*Gen. Acts, 1918, c. 112, § 7.*]

(h) *Certain other provisions not to apply to group life insurance.* — Acts, 1907, c. 576, § 75, and so much of any other act as is inconsistent herewith shall not apply to group life insurance policies. [*Gen. Acts, 1918, c. 112, § 8.*]

**675C. Regular medical examination no longer necessary as requisite to issuance of group life policies.** — No life insurance company organized under the laws of or doing business in this commonwealth shall enter into any contract of insurance upon lives within this commonwealth without having previously made or caused to be made a prescribed medical examination of the insured by a registered medical practitioner; except that an inspection by a competent person of a group of employees whose lives are to be insured and their environment may be substituted for such medical examination in cases where the insurance is granted under a single policy issued to a given person, firm or corporation, covering simultaneously a group of not less than one hundred lives all in the employ of such person, firm or corporation. *Nor shall medical examination be required for the issuance of contracts based upon the continuance of life, such as annuities or pure endowments, whether or not they embody an agreement to refund upon the death of the holder to his estate or to a specified payee any sum not exceeding the premium or premiums paid thereon. Any insurance company violating the provisions of this section, or any officer, agent or other person soliciting or effecting, or attempting to effect, a contract of insurance contrary to the provisions hereof, shall be punished by a fine of not more than one hundred dollars for each offence.* [*Acts, 1907, c. 576, § 71, as am. by Gen. Acts, 1916, c. 12, and by Gen. Acts, 1918, c. 35.*]

**679A. Prompt payments of benefits by certain foreign insurance companies secured.** — Every foreign insurance company transacting the business of workmen's compensation insurance in this commonwealth shall within five days after its withdrawal from the transaction of business herein, or after the revocation of its license issued by the insurance commissioner or of his refusal to renew the same, deposit with a trustee to be named by the industrial accident board, an amount equal to twenty-five per cent of its obligations, incurred or to be incurred, under workmen's compensation policies issued to employers in this commonwealth, and within thirty days after such withdrawal, revocation of license or refusal to renew a license, such company shall deposit with said trustee an amount equal to the remainder of such obligations, incurred or to be incurred, the amount of which obligations shall be de-

terminated by the industrial accident board. The amounts so deposited shall be available for the payment of the said obligations of the company to the same extent as if the company had continued to transact business in this commonwealth, and it shall be the duty of the trustee so receiving said deposits to pay such obligations of the retiring company at the times and in a manner satisfactory to the industrial accident board. [*Gen. Acts, 1915, c. 183, § 1.*]

**679B. Bond to be furnished by such companies.** — Every such foreign insurance company shall, within sixty days after the passage of this act, furnish a bond running to the commonwealth, with some surety company authorized to transact business in this commonwealth as surety, for such amount and in such form and with such surety as may be approved by the insurance commissioner, the bond being conditioned upon the making by said company of the deposits required by section one of this act. In place of the said bond the company may furnish other security, satisfactory to the insurance commissioner, that said deposits will so be made. [*Gen. Acts, 1915, c. 183, § 2.*]

**680. Certain policies not affected.** — Nothing in this act shall apply to or affect any general or blanket policy of insurance issued to any employer *whether an individual*, corporation, copartnership or association, or to any municipal corporation or department thereof, police or fire department, underwriters corps, salvage bureau or like organization where the officers, members, employees or classes or departments thereof are insured against specified accidental bodily injuries or diseases while exposed to the hazards of the occupation or otherwise, for a premium intended to cover the risks of all the persons insured under such policy. [*Acts, 1910, c. 493, § 6, as am. by Gen. Acts, 1919, c. 92, § 2.*]

**682A. Time for report of the recess committee on insurance rates extended.** — [By the provisions of Res. 1917, c. 1, and Res. 1917, c. 6, the time for making its report by the special recess committee on insurance rates and accident prevention was extended, respectively, to February 1, 1917, and February 15, 1917.]

#### COMPENSATION FOR INJURIES TO PUBLIC EMPLOYEES.

**683A. Responsibility for the payment of compensation by the commonwealth, counties, cities, etc., fixed.** — Every board, commission and department of the commonwealth employing laborers, workmen and mechanics, the Boston transit commission, and every county, city, town and district which has accepted the provisions of Acts, 1913, c. 807, shall, through its executive officer or board, designate a person to act as its agent in furnishing the benefits due under Acts, 1911, c. 751, and acts in amendment thereof and in addition thereto. Such agent shall be held responsible for the proper carrying out of this act under the direction and supervision of the industrial accident board until his agency is revoked and a new agent designated. The name and address of every such agent shall be filed with the industrial accident board immediately upon his designation; and each of the foregoing boards, commissions, departments, counties, cities, towns and districts shall designate such an agent within thirty days after this act takes effect.

This act shall not apply to counties, cities, towns and districts which are insured under the provisions of Acts, 1911, c. 751, and acts in amendment thereof.

This act shall take effect on June 1, 1915. [*Gen. Acts, 1915, c. 244, §§ 1, 2 and 3.*]

**693. To whom workmen's compensation act shall not apply.** — The provisions of Acts, 1911, c. 751, and acts in amendment thereof and in addition thereto

shall not apply to any persons *in public employments* other than laborers, workmen and mechanics employed by counties, cities, towns, or districts having the power of taxation. [Acts, 1913, c. 807, § 7, as am. by Gen. Acts, 1916, c. 307, § 1.]

**694. Compensation for injuries to laborers, workmen and mechanics employed by Boston transit commission.** — Laborers, *workmen and mechanics* employed by the Boston transit commission shall be deemed to be in the service of the city of Boston within the provisions of Acts, 1913, c. 807, and shall be entitled to the compensation provided for by that act. Such compensation shall be paid out of the proceeds of the rapid transit loans and shall be included in the net cost of the tunnel or subway in the construction of which such laborers, *workmen and mechanics* receive personal injuries arising out of and in the course of their employment. [Acts, 1914, c. 636, § 1, as am. by Sp. Acts, 1915, c. 270, § 1.]

**694A. Compensation for certain persons employed on bridges between Boston and Cambridge.** — Laborers, workmen, mechanics, drawtenders and assistant drawtenders employed in the management and maintenance of the bridges between the cities of Boston and Cambridge shall be entitled to the compensation provided for by Acts, 1913, c. 807, and acts in amendment thereof, for injuries received in the course of and arising out of their employment. The said compensation shall be paid in the manner specified in Acts, 1898, c. 467, § 14, and any amendment thereof for the maintenance, policing, support, management and repair of the said bridges.

The commission in charge of the said bridges shall designate a person to act as its agent in furnishing the benefits provided for by this act in accordance with the provisions of Gen. Acts, 1915, c. 244.<sup>1</sup> [Gen. Acts, 1918, c. 125, §§ 1, 2.]

## 7. PENSION AND RETIREMENT SYSTEMS.

### EMPLOYEES OF THE COMMONWEALTH (GENERAL ACT).

#### 696. Definitions of words and phrases. —

(f) The words "continuous service" mean uninterrupted employment, with these exceptions: — a lay-off on account of illness or reduction of force, and a leave of absence, suspension or dismissal followed by reinstatement within two years: *provided, however, that in the case of employees engaged in the military or naval service of the United States, or of the nations associated with the United States in the German war, such reinstatement may occur at any time within two years after their discharge from such service or release from active duty therein.* As to appointees of the sergeant-at-arms, the intervals between sessions of the general court shall not be considered as breaking the continuity of service, and engineers and inspectors in the intermittent service of the commonwealth shall not lose the benefit of continuity of service in the intervals between employments, and, for the purpose of computation, cumulative credit shall be given them for all periods of employment in the service of the commonwealth as shown by the records of the civil service commission.

In the case of employees of any department or institution formerly administered by a city, county or corporation and later taken over by the commonwealth, service rendered prior to such transfer shall be counted as a part of the continuous service for the purposes of this act.

<sup>1</sup> For the text of this act, see paragraph 683A.

In the case of employees who before entering the service of the commonwealth had been regularly employed as teachers in public schools, as defined by Acts, 1913, c. 832, § 1, ¶ 4 and ¶ 5, all periods of such employment rendered prior to July first, nineteen hundred and fourteen, shall be counted as a part of the continuous service for the purposes of this act; *provided, however*, that this clause shall not apply to employees entering the service of the commonwealth after July 1, 1914, who are not members of the teachers' retirement association established by said chapter 832. [Acts, 1911, c. 532, § 1, as last am. by Acts, 1914, c. 568, § 1, by Gen. Acts, 1915, c. 198, § 1, and by Gen. Acts, 1919, c. 94.]

**696A. Pensions of employees transferred under the departmental re-organization law to different departments not to be affected.** — Persons who, at the time when this act takes effect, are appointed to or employed by an office, board, commission or other governmental organization or agency abolished by this act, and are appointed to positions in any of the departments established hereby, shall retain all rights to retirement with pension that shall have accrued or would thereafter accrue to them, and their services shall be deemed to have been continuous, as if this act had not been passed. This act shall not be construed to reduce the compensation of present employees who are appointed to positions under the terms of the act where the compensation of such employee is specifically fixed by statute. [Gen. Acts, 1919, c. 350, § 4.]

**697. Organization of retirement association.**<sup>1</sup> — Any person who has heretofore given notice in writing to the insurance commissioner that he did not wish to join the retirement association established by Acts, 1911, c. 532, in accordance with clause (1) of § 3 thereof, may become a member of the said association: *provided*, that he gives notice in writing to the insurance commissioner during the calendar year 1916 that he desires to become a member of the association. [Acts, 1913, c. 310, § 1, as am. by Gen. Acts, 1916, c. 164, § 1.]

**698. Employees not affected by the retirement system.**<sup>2</sup> — (3) No officer elected by popular vote may become a member of the association, nor any employee who is or will be entitled to a *non-contributory* pension from the commonwealth; *but if such employee leaves a position for which such a pension is provided, before becoming entitled thereto, and takes a position to which this act applies, he shall thereupon become a member of the association.*

[Acts, 1911, c. 532, § 3, as am. by Acts, 1912, c. 363, § 2, and by Gen. Acts, 1918, c. 257, § 101.]

**699. Employees who may be retired.**<sup>2</sup> — . . . (4) Any member who reaches the age of sixty years and has been in the continuous service of the commonwealth for a period of fifteen years immediately preceding may retire or be retired by the board of retirement upon recommendation of the head of the department in which he is employed, *or, in case of members appointed by the governor upon recommendation of the governor and council*, and any member who reaches the age of seventy must so retire. [Acts, 1911, c. 532, § 3, as am. by Acts, 1912, c. 363, § 2, and by Gen. Acts, 1918, c. 257, § 102.]

<sup>1</sup> For an act relative to the transfer of certain teachers, employed in training schools maintained and controlled by the board of education, from the retirement association for employees of the commonwealth to that for public school teachers, see paragraph 707G.

<sup>2</sup> In effect February 1, 1920. See Gen. Acts, 1919, c. 5.

Any employee of the commonwealth subject to and affected by Acts, 1911, c. 532, and amendments thereof may, after fifteen years of continuous service, be retired for permanent disability at a yearly rate of not more than one half of his salary, based on the average *annual rate of salary* received during the last ten years of service: *provided, however*, that the minimum amount be not less than two hundred dollars and that the tables now in use by the board of retirement be used in determining the amount to be paid, and the board of retirement may call upon the *chief surgeon of the land forces of the commonwealth*, or, if he is absent or unable to act, may employ a physician to assist it in determining the degree of disability. The decision of the board of retirement shall be final. [Acts, 1914, c. 419, as am. by Gen. Acts, 1918, c. 257, § 110.]

#### BOARD OF RETIREMENT.

**700. Organization, etc.** — *State treasurer to have charge of funds.*<sup>1</sup> — (3) Subject to the approval of the board of retirement, the treasurer and receiver general shall have charge and control of the funds of the system and any and all unappropriated income thereof, and shall invest and reinvest the same when not required for current disbursements, in accordance with Gen. Acts, 1916, c. 192. [Acts, 1911, c. 532, § 4, as am. by Acts, 1912, c. 363, § 3, and by Gen. Acts, 1918, c. 257, § 103.]

— (6) The board of retirement shall file in the office of the insurance commissioner, on or before the fifteenth day of February in each year, unless for cause shown the commissioner shall extend the time, a sworn statement showing the financial condition of the retirement system on the thirty-first day of the preceding December and its financial transactions for the year ending with said day, which statement shall be in the form, and shall give such details, as shall be prescribed from time to time by the insurance commissioner. Subject to the same conditions and requirements, the treasurer and receiver general shall file a sworn statement which shall show the financial condition of the said system on the same day. [Acts, 1911, c. 532, § 4, as last am. by Gen. Acts, 1919, c. 36.]

**700A.<sup>2</sup> Board of retirement transferred to the department of the treasurer and receiver general.** — The board of retirement, as now organized and existing under authority of Acts, 1911, c. 532, § 4, ¶ 1, is hereby placed and shall hereafter serve in the department of the treasurer and receiver general. The board shall continue to exercise its functions as heretofore, except that the treasurer and receiver general shall be its chairman. [Gen. Acts, 1919, c. 350, § 28.]

#### CREATION OF THE RETIREMENT FUND.

**701. Retirement funds.<sup>3</sup>** — The funds of the retirement system shall be raised as follows: —

##### (1) *Expense and Contingent Fund.*

The general court shall appropriate annually such an amount as may be necessary to defray the whole expense of administration, according to estimates prepared by the treasurer.

<sup>1</sup> In effect February 1, 1920. See Gen. Acts, 1919, c. 5.

<sup>2</sup> For a resolve relative to an investigation for the determination of value of board, lodging, etc., as part compensation for services, see Res., 1917, c. 106.

<sup>3</sup> See *Handbook of Labor Laws*, pages 137 to 144.

(2) *Annuity and Pension Fund.*

A. *Deposits by Members.*— Each member shall deposit in this fund from his salary or wages, as often as the same are payable, not less than one per cent and not more than five per cent of the amount of his wages or salary, as determined by the board of retirement under the provisions of section four (5): *provided, however, that employees who receive more than \$30 weekly in salary or wages shall not be assessed for contribution to this fund on the excess above that amount.*

B. *Contributions of the Commonwealth.*— (a) Each month the commonwealth shall contribute such amount as the board of retirement may determine to be necessary to pay current pensions for subsequent service, under § 6 (2) C (a).

(b) Each year the commonwealth shall contribute *such amount as is necessary to guarantee regular interest and make good any deficiency in the annuity fund, as of the preceding thirty-first day of December.* [Acts, 1911, c. 532, § 5, as last am. by Gen. Acts, 1918, c. 257, § 104.]<sup>1</sup>

(c) Each month the commonwealth shall contribute such amount as the board of retirement may determine to be necessary to pay current pensions for prior service under § 6 (2) C (b).

(d) Each month the commonwealth shall contribute such amount as the board of retirement may determine to be necessary to ensure the minimum payments provided for in § 6, E.

*Members of the teachers' retirement association, established by Acts, 1913, c. 832, who enter the service of the commonwealth, shall have the full amount of their contributions, with interest thereon as determined by the teachers' retirement board, transferred by the treasurer of the commonwealth to the retirement fund established by Acts, 1911, c. 532, as amended, and these amounts shall thereby become a part of their deposits.*

(3) *Provisions for Payments.*

All amounts payable by members of the association under paragraph (2) A of this section shall be deducted by the commonwealth from the amounts payable to them as salary or wages, as often as the same are payable, and shall immediately be credited to the retirement fund by the state treasurer. [Acts, 1911, c. 532, § 5, as am. by Gen. Acts, 1915, c. 198, § 2.]

## DISTRIBUTION OF FUNDS.

**702. Administering the funds.**— The state treasurer shall administer the funds of the pension system in accordance with the following plan:—

(2) *Annuity and Pension Funds.*

A. *Refunds.*— (a) Should a member of the association cease to be an employee of the commonwealth for any cause other than death, or to enter the service of the public schools as defined by Acts, 1913, c. 832, § 1, ¶ 5, before becoming entitled to a pension, there shall be refunded to him all the money paid in by him under § 5, (2) A, with

<sup>1</sup> In effect February 1, 1920. See Gen. Acts, 1919, c. 5.



such interest as shall have been earned thereon. [Acts, 1911, c. 532, § 6, as last am. by Acts, 1914, c. 582, and by Gen. Acts, 1915, c. 197, § 3.]

B. *Annuities from employees' deposits.*<sup>1</sup>— . . . (b) A life annuity, payable monthly, with the provision that in the event of the death of the annuitant before receiving payments equal to the sum, at the date of his retirement, of his deposits under section five, (2) A, *with such interest as shall have been earned thereon*, the difference shall be paid to his legal representatives, *provided that this form of annuity shall not be paid unless the amount of his accumulations will provide an annuity of one hundred dollars or more.* [Acts, 1911, c. 532, § 6, and by Gen. Acts, 1918, c. 257, § 105.]

C. *Pensions derived from contributions by the commonwealth.*<sup>1</sup>— (a) Pensions based upon subsequent service. Any member entitled to an annuity under paragraph (2) B of this section shall receive in addition thereto a pension for life payable monthly equivalent to that annuity *to which he would be entitled if his annuity were figured under (2) B (a) of this section*, to be paid out of the fund contributed by the commonwealth under the provisions of section five, (2) B (a). *For the purpose of computing the pension for subsequent service of any member who has left a position in the service of the commonwealth for which a non-contributory pension is provided to take a position subject to this act, he shall be credited with regular accumulated contributions to the annuity fund during his period of service in said former position since June 1, 1912.* [Acts, 1911, c. 532, § 6, ¶ (2) C (a), and by Gen. Acts, 1918, c. 257, § 106.]

(b) [paragraph 4.] . . . If the accumulated contributions of any employee retired under the provisions of this act exceed the amount required to provide an annuity equal to one fourth of the average *annual rate of*<sup>1</sup> wages or salary of such employee during the last ten years prior to his retirement, the excess above that amount shall be paid to such employee in a lump sum with the first monthly payment on the account of his retiring allowance. [Acts, 1911, c. 532, § 6, ¶ (2) C (b), as am. by Acts, 1912, c. 363, § 4, and by Gen. Acts, 1918, c. 257, § 107.]

E. *Minimum and maximum payments.*— In no case shall the total monthly payment to a member be at a rate less than two hundred dollars per year, or at a rate more than one half the average *annual rate of salary or wages of such member* during the ten years prior to his retirement.<sup>1</sup> [Acts, 1911, c. 532, § 6, as am. by Gen. Acts, 1918, c. 257, § 108.]

**705. Proceeding in cases of violation of law.**<sup>1</sup>— If, in the judgment of the insurance commissioner, the commonwealth or the board of retirement has violated or neglected to comply with any of the provisions of this act, or of the rules and regulations established by the board of retirement hereunder, he shall give notice thereof to the governor of the commonwealth and to the board of retirement, and thereafter if such violation or neglect *on the part of the board of retirement* continues shall forthwith present the facts to the attorney-general for his action. [Acts, 1911, c. 532, § 9, as am. by Gen. Acts, 1918, c. 257, § 109.]

**705A. Payment of amounts due to estates of deceased members under various acts regulated.**<sup>1</sup>— Should there be due to the estate of a deceased member of any of the several retirement associations established by Acts, 1910, c. 619, by Acts, 1911, c. 532, and c. 634, and by Acts, 1913, c. 832, any sum of money payable

<sup>1</sup> In effect February 1, 1920. See Gen. Acts, 1919, c. 5.

from the funds of the association, the same shall be paid to his executor or administrator appointed within three months after the death of such deceased member; but if there is no executor or administrator, said sum may, in the discretion of the respective retirement board, not exceeding one hundred dollars in any one case, be paid to the person or persons appearing in the judgment of said board to be entitled thereto, and such payment shall be a bar to recovery by any other person. [*Gen. Acts, 1918, c. 257, § 134.*]

#### EMPLOYEES IN THE PRISON SERVICE OF THE COMMONWEALTH.

**707A. Retirement system for persons employed in the prison service of the Commonwealth.** — The *board of prison commissioners or its lawful successor*, may, with the approval of the governor and council, retire from active service and place upon a pension roll any officer of the state prison, of the Massachusetts reformatory, of the prison camp and hospital, of the state farm, of the reformatory for women, or of any jail or house of correction, or any person employed to instruct the prisoners in any prison or reformatory, as provided in R. L., c. 225, § 44, or any other employee of the state prison, the Massachusetts reformatory or the prison camp and hospital who began employment as such officer or instructor or employee on or before June 7, 1911, who has attained the age of sixty-five years or over and who has been employed in prison service in Massachusetts, with a good record, for not less than twenty years; or who, without fault of his own, has become permanently disabled by injuries sustained in the performance of his duty; or who has performed faithful prison service for not less than thirty years: *provided, however*, that no officer of the state farm shall so be retired except upon the recommendation of the trustees of that institution; and *provided, further*, that no officer of any jail or house of correction shall so be retired except upon the recommendation of the sheriff and county commissioners of the county, except in the county of Suffolk, where the recommendation as to the officers of the jail shall be made by the sheriff and the mayor of the city of Boston, and, as to the officers of the house of correction, by the penal institutions commissioner and the mayor of the city of Boston, and *provided*, that no such officer, instructor or employee shall be retired unless he began employment as such officer, instructor or employee on or before June 7, 1911. [*Acts, 1908, c. 601, as last am. by Gen. Acts, 1916, c. 273.*]

#### VETERANS.

**707B. Retirement act for veterans in the employ of the commonwealth amended.** — A veteran of the civil war in the service of the commonwealth, if incapacitated for active duty, shall be retired from active service, with the consent of the governor, at one half the rate of compensation paid to him when in active service, to be paid out of the treasury of the commonwealth: *provided*, that no veteran shall be entitled to be retired under the provisions of this act unless he shall have been in the service of the commonwealth at least ten years. But if, in the opinion of the governor and council, any veteran of the civil war, *after five years*, in said service is incapacitated to such a degree as to render his retirement necessary for the good of the service, he may so be retired. A veteran retired under the provisions of this act, whose term of service was for a fixed number of years, shall be entitled to the benefits of the act without reappointment. [*Acts, 1907, c. 458, § 1, as am. by Gen. Acts, 1915, c. 95.*]

**RETIREMENT SYSTEM FOR PUBLIC SCHOOL TEACHERS.<sup>1</sup>**

**707C. (a) Definitions of words and phrases.** — The following words and phrases as used in this act, unless a different meaning is plainly required by the context, shall have the following meanings: —

(2) “Annuities” shall mean payments for life derived from contributions from teachers. “Annuities-certain” shall mean payments for a definite number of years only, derived from contributions from teachers, and the number of years during which the payments shall be made shall be determined by the retirement board. [Acts, 1913, c. 832, § 1, as am. by Gen. Acts, 1917, c. 233, § 1.]

(6) “Regular interest” shall mean interest at the rate determined by the retirement board and shall be substantially that which is actually earned, which shall be compounded annually on the last day of December of each year.

[Acts, 1913, c. 832, § 1, as am. by Gen. Acts, 1916, c. 257, § 1.]

**707C. (b) Teachers’ Retirement Association.** — A teachers’ retirement association shall be organized among the teachers in the public schools as follows: —

(2) All teachers, except those specified in paragraph (3) of this section, who shall have entered the service of the public schools before June 30, 1914, may at any time between July 1, 1914, and Sept. 30, 1914, upon application in writing to the commissioner of education, become members of the retirement association. Any teacher failing to do so may thereafter become a member of the retirement association before attaining the age of seventy by paying an amount equal to the total assessments, together with regular interest thereon, that he would have paid if he had joined the retirement association on Sept. 30, 1914. [Acts, 1913, c. 832, § 3, as affected by Acts, 1914, c. 494, and by Gen. Acts, 1919, c. 292, § 18. In effect Oct. 1, 1920. See § 22.]

**707C. (c) State Teachers’ Retirement Board; membership changed.** — The teachers’ retirement board shall hereafter consist of three members, — namely, the commissioner of education, a member of the retirement association to be elected for the term of three years by the association, and one other person whom the two members above designated shall annually choose. The board so constituted shall hereafter exercise the functions of the board under Acts, 1913, c. 832. [Gen. Acts, 1919, c. 350, § 61.]

**707D. Creation of funds.<sup>2</sup>** — . . . (2) The annuity fund shall consist of assessments paid by members of the retirement association, and interest derived from investments of the annuity fund. Each member of the retirement association shall pay into the annuity fund, by deduction from his salary in the manner provided in section nine, paragraph five, of this act, such assessments upon his salary as may be determined by the retirement board. The rate of assessment shall be established by the retirement board on the first day of July of each year after a prior notice of at least three months, and shall at any given time be uniform for all members of the retirement

<sup>1</sup> See Acts, 1913, c. 832.

<sup>2</sup> In effect February 1, 1920. See Gen. Acts, 1919, c. 5.

association, and shall not be less than three per cent nor more than seven per cent of the member's salary: *provided, however*, that when the total sum of assessments on the salary of any member at the rate established by the retirement board would amount to more than one hundred dollars or less than thirty-five dollars for a *full* school year, such member shall in lieu of assessments at the regular rate be assessed *at the rate of* one hundred dollars a year or thirty-five dollars a year as the case may be, payable in equal instalments to be assessed for the number of months during which the schools of the community in which such member is employed are commonly in session. Any member of the retirement association who shall for thirty years have paid regular assessments to the annuity fund as provided herein, shall be exempt from further assessments; but such member may thereafter, if he so elects, continue to pay his assessments to the fund. No member, *however*, shall pay further assessments after the total sum of assessments paid by him shall at any time have amounted, with regular interest, to a sum sufficient to purchase an annuity of five hundred dollars at age sixty; and interest thereafter accruing shall be paid to the member at the time of his retirement.

[*Acts, 1913, c. 832, § 5, as am. by Gen. Acts, 1918, c. 257, §§ 111, 112.*]

(4) Members of the retirement association, established by Acts, 1911, c. 532, as amended, who enter the service of the public schools shall have the full amount of their contributions, together with such interest as shall have been earned thereon, transferred by the treasurer of the commonwealth to the annuity fund established by paragraph (2) of this section, and these amounts shall thereby become a part of their assessments. [*Acts, 1913, c. 832, § 5, as am. by Gen. Acts, 1915, c. 197, § 1.*]

**707E. Payment of retirement allowances.**<sup>1</sup> — (1) Any member of the retirement association may retire from service in the public schools on attaining the age of sixty years, or at any time thereafter. *If in the opinion of the employing school committee any member of the retirement association who has attained said age is incapable of rendering satisfactory service as a teacher he may with the approval of the retirement board be retired by such committee.*

(4) Any member of the retirement association receiving payments of an annuity as provided in paragraph (3) of this section, if not rendered ineligible therefor by section twelve of this act, shall receive with each quarterly payment of his annuity an amount from the pension fund as directed by the retirement board *equal to the quarterly annuity payment to which he would be entitled if his annuity were figured under the provisions of paragraph (3) (a) of this section.*

(5) Any teacher who shall have become a member of the retirement association under paragraph (2) of section three, and who shall have served fifteen years or more in the public schools of the commonwealth, not less than five of which shall immediately precede retirement, on retiring as provided in paragraphs (1) and (2) of this section, shall be entitled to receive a retirement allowance as follows:— (a) such annuity and pension as may be due under paragraphs (3) and (4) of this section; (b) an additional pension to such an amount that the sum of this additional pension and the pension provided in paragraph (4) of this section shall equal the pension to which he would have been entitled under this act if he had paid thirty assessments on

<sup>1</sup> In effect February 1, 1920. See Gen. Acts, 1919, c. 5.

his average yearly rate of salary for the fifteen years of public school service preceding his retirement, at the rate of assessment in effect at the time of his retirement, and his account had been annually credited with interest at the rate of three per cent per annum; provided, that if his term of service in the commonwealth shall have been over thirty years, the thirty assessments with interest as provided above shall, subject to the limitation contained in the last sentence of paragraph (2) of section five, be credited with interest at the rate of three per cent compounded annually for each year of service in excess of thirty, and provided, further, that the minimum pension shall be of such an amount that the annual pension, plus the annual amount which would have been paid from the annuity fund if the member had chosen an annuity computed under paragraph (3) (a) of this section, shall be three hundred dollars. Subject to the approval of the board, periods of leave of absence or sickness shall not be considered as breaking the five years of service immediately preceding retirement required under this paragraph, but such periods of absence or sickness shall not be counted as service. If a member is at any time eligible to retire and receive a pension computed under this paragraph, he shall receive upon retirement a pension computed hereunder without the necessity of five years of continuous service preceding retirement. [Acts, 1913, c. 832, § 6, as am. by Gen. Acts, 1916, c. 257, § 2, and by Gen. Acts, 1918, c. 257, §§ 113, 114, 115.]

. . . . .

(7) In determining the retiring allowance of a member of the teachers' retirement association who prior to June 1, 1912, had been regularly employed by the commonwealth, credit shall be given in the manner provided for by paragraph (5) of this section [of chap. 832], for all such periods of employment rendered prior to June 1, 1912: provided, however, that this paragraph shall not apply to any person becoming a member of the teachers' retirement association, after July 1, 1915, who, at the time of entering the service of the public schools, was not a member of the retirement association established by Acts, 1911, c. 532. [Acts, 1913, c. 832, § 6, as am. by Gen. Acts, 1915, c. 197, § 2.]

(8) Any member of the retirement association who has served twenty or more years in the public schools of the commonwealth and who, before attaining the age of sixty, by reason of physical or mental disability, becomes permanently incapable of rendering satisfactory service as a teacher, may, with the approval of the retirement board, be retired by the employing school committee: provided, that he has served in the public schools of the commonwealth for the five consecutive years immediately preceding the date of his retirement. Periods of leave of absence or sickness shall not be considered as breaking the continuity of the five consecutive years of service required by the provisions of this paragraph, but such periods of absence or sickness shall not be counted as service.

(9) Any member of the retirement association shall, upon retirement under the provisions of paragraph (8) of this section, and during the continuance of disability, be entitled to receive from the annuity fund, in quarterly payments, a sum computed in accordance with the provisions of paragraph (3) of this section: provided, that upon the approval of the retirement board, an annuity-certain based upon the tables of the board may be substituted for either of the plans provided for in said paragraph, and in case of the death of the annuitant before all the instalments-certain have been paid, the value at that time of the unpaid instalments, as determined on the basis of the tables adopted by the retirement board, shall be paid to the legal representatives

of the deceased member's estate; and *further provided*, that if no executor or administrator of the estate of such deceased member is appointed within three months after his death, all sums due under this paragraph, not exceeding \$100 in any one case, may be paid to such person or persons as appear in the judgment of the retirement board to be entitled to the proceeds of the estate, and such payment shall be a bar to recovery by any other person.

(10) Any member of the retirement association receiving a payment as provided in paragraph (9) of this section, shall, if not rendered ineligible therefor by the provisions of § 12 of this act, be entitled to receive from the pension fund for each year of service a pension equal to one thirtieth of the pension which would have been due him under the provisions of this act if he had retired at the age of sixty, having paid thirty annual assessments to the annuity fund, and received an annuity computed in accordance with the provisions of paragraph (3), option (a) of this section: *provided, however*, that the minimum annual amount to be paid from the pension fund shall be such that a member shall receive from this fund, for each year of his service, one thirtieth of \$250; and *further provided*, that the total retiring allowance shall in no case be greater than the amount which the said member would receive if he were to continue in service until the age of sixty, contributing annual assessments based on the average salary received during the five years of service immediately preceding retirement, at the rate of assessment in effect at the time of retirement.

(11) If a member is granted an annuity-certain by the retirement board, his total retiring allowance shall not be limited to the total retiring allowance which he would have received at the age of sixty, as provided in paragraph (10) of this section, but the amount to be paid from the pension fund shall be the amount which would have been paid from that fund if an annuity-certain had not been granted.

(12) In computing the amount to be paid from the pension fund under the provisions of paragraph (10) of this section, the assumed assessments necessary to complete the thirty annual assessments shall be based on the average salary received during the five years of service immediately preceding retirement, and shall be at the rate of assessment in effect at the time of retirement. Interest on the amount to the member's credit at the time of retirement and on the assumed assessments shall be figured at the rate of three per cent.

(13) No member of the retirement association shall be retired under the provisions of paragraph (8) of this section until the fact of his disability has been certified to under oath by an examining physician selected by the employing school committee and approved by the retirement board, and until any further evidence of his disability which the retirement board may require shall have been furnished.

(14) At intervals of not less than one year, any member of the retirement association receiving a retiring allowance under the provisions of this section, who has not attained the age of sixty, shall, if so requested by the retirement board, be re-examined by a physician selected by the retirement board. If the retirement board finds that disability which prevents satisfactory service as a teacher no longer exists, the retiring allowance shall cease. Refusal to submit to re-examination shall be cause for discontinuing the retiring allowance.

(15) If a teacher ceases to receive a retiring allowance under the provisions of paragraph (14) of this section, the amount to his credit at that time in the annuity fund shall be determined on the basis of tables adopted by the retirement board, and the said amount shall be considered for the purposes of this act to constitute the sum

of his assessments, with the regular interest allowed thereon, to the time when his retiring allowance ceased.

(16) Any member of the retirement association who shall cease to receive a retiring allowance under the provisions of paragraph (14) of this section, who does not re-enter the service of the public schools, and who does not withdraw the amount to his credit in the annuity fund, may, upon attaining the age of sixty, receive a retiring allowance computed in accordance with the provisions of paragraphs (3) and (4) of this section, or may, before attaining the age of sixty, under conditions to be determined by the retirement board, upon request and after an interval of one year, be entitled to further re-examination by a physician selected by the retirement board, and if disability contracted during service as a public school teacher is found to exist, shall again be entitled to receive a retiring allowance under the provisions of paragraphs (9) and (10) of this section.

This act shall take effect on July 1, 1917. [Acts, 1913, c. 832, § 6, as am. by Gen. Acts, 1915, c. 197, § 2, and by Gen. Acts, 1917, c. 233, §§ 2, 3.]

**707F. Withdrawal and reinstatement.** — (1) Any member of the retirement association withdrawing from service in the public schools, except for the purpose of entering the service of the commonwealth, before becoming eligible to retirement shall be entitled to receive from the annuity fund all amounts contributed as assessments, together with regular interest thereon *in one sum, or, if the retirement board shall so elect, the refund shall be made in four quarterly payments.* If a member who is receiving his contributions with interest in quarterly installments, as provided by this paragraph, shall die before receiving the total amount to which he is entitled, the balance shall be paid to his estate.

(2) If such withdrawal shall take place *after ten annual assessments have been paid, the member may, if he shall so elect, instead of receiving a refund as provided in paragraph (1) of this section, receive an annuity for life, as determined by the retirement board, of such amount as the sum of his assessments under section five, paragraph (2), with regular interest thereon, shall entitle him to receive, with the provision that if he dies before receiving payments equal to the amount used to purchase the annuity the difference shall be paid to his estate.*

(3) *Any member of the retirement association who shall have withdrawn from service in the public schools shall, on being re-employed in the public schools, be reinstated in the retirement association in accordance with such plans for reinstatement as the retirement board shall adopt.*

(4) If a member of the retirement association *who is not receiving payments in accordance with the provisions of paragraphs (1) and (2) of this section, shall die before retirement, the full amount of his contributions to the annuity fund with regular interest thereon shall be paid to his estate.*

(5) *All amounts due the estate of a deceased member from the annuity and pension funds of the association shall be paid to his legal representatives: provided, that if the amount due the estate does not exceed three hundred dollars and if there has been no demand upon the retirement board by a duly appointed executor or administrator, the payment may be made, after the expiration of three months from the date of death, to such person or persons as appear in the judgment of the retirement board to be entitled to the proceeds of the estate and such payment shall be a bar to recovery by any other person.* [Acts, 1913, c. 832, § 7, as am. by Gen. Acts, 1915, c. 198, § 3, by Gen. Acts, 1916, c. 60, §§ 1 and 2, and c. 238, § 1, and Gen. Acts, 1919, c. 292, § 19.]

**707FF(a). Reimbursement of cities and towns.** — (1) Whenever, after July 1, 1914, a town or city retires a teacher who is not eligible to a pension under the provisions of section six, paragraph (4) of this act, and pays to such teacher a pension in accordance with Acts, 1908, c. 498, or Acts, 1908, c. 589, as am. by Acts, 1910, c. 617, and the school committee of said town or city certifies under oath to the retirement board to the amount of said pension, said town or city shall be reimbursed therefor annually by the commonwealth: *provided*, that no such reimbursement shall be granted unless the retirement shall have been approved by the teachers' retirement board, and the amount of said reimbursement shall not be in excess of the amount, as determined by the retirement board, to which said teacher would have been entitled as a pension, had he become a member of the retirement association under the provisions of section three, paragraph (2) of this act. [*Acts, 1913, c. 832, § 13, as am. by Gen. Acts, 1919, c. 292, § 20.*]

**707FF(b). Action to be taken for violations of the act upon notice given by the insurance commissioner.**<sup>1</sup> — SECTION 13A. If, in the judgment of the insurance commissioner, the commonwealth or the board of retirement has violated or neglected to comply with any of the provisions of this act, or the rules and regulations established by the board hereunder, he shall give notice thereof to the governor and to the board, and thereafter, if such violation or neglect on the part of the board continues, shall forthwith present the facts to the attorney-general for his action. [*Gen. Acts, 1918, c. 257, § 116.*]

**707G. Retirement of teachers and other employees in training schools maintained under the direction of the board of education.** — (a) *Teachers employed in certain training schools to be members of the teachers' retirement association.* — All persons employed as teachers in training schools maintained and controlled by the board of education shall be considered as public school teachers for the purposes of Acts, 1913, c. 832, and acts in amendment thereof and in addition thereto, and such a teacher upon becoming a member of the Teachers' Retirement Association shall thereafter pay to the Teachers' Annuity Fund assessments based upon his total salary including the part paid by the commonwealth: *provided*, that the total assessments shall not exceed \$100 in any one year. Such assessments shall be deducted in accordance with rules and regulations prescribed by the teachers' retirement board. Nothing herein contained shall apply to teachers regularly employed in the normal schools who devote some time to training school work, and are therefore subject to the provisions of Acts, 1911, c. 532, and acts in amendment thereof and in addition thereto. [*Gen. Acts, 1916, c. 54, § 1.*]

(b) *Such persons' previous contributions to the retirement fund for employees of the commonwealth to be transferred.* — Teachers now members of the association established by Acts, 1911, c. 532, and acts in amendment thereof and in addition thereto, who, under the provisions of this act, become members of the retirement association established by Acts, 1913, c. 832, and acts in amendment thereof and in addition thereto, shall have the full amount of their contributions, together with such interest as shall have been earned thereon, transferred in the manner prescribed by Gen. Acts, 1915, c. 197. [*Gen. Acts, 1916, c. 54, § 2.*]

(c) *Other employees of certain training schools to be members of the teachers' retirement association.* — All other persons employed in the training schools maintained and controlled by the board of education in buildings owned by the commonwealth shall

<sup>1</sup> In effect February 1, 1920. See Gen. Acts, 1919, c. 5.



be considered employees of the commonwealth for the purposes of Acts, 1911, c. 532, and acts in amendment thereof and in addition thereto. All other persons employed in the training schools maintained and controlled by the board of education in buildings not owned by the commonwealth shall not be considered employees of the commonwealth for the purposes of said act. [*Gen. Acts, 1916, c. 54, § 3.*]

(d) *When to take effect.* — This act shall take effect on July 1, 1916. [*Gen. Acts, 1916, c. 54, § 4.*]

**707H. Investigation of the subject of a disability retirement allowance for public school teachers.** — *Resolved*, That the teachers' retirement board is hereby directed to investigate the subject of providing for the retirement of public school teachers in cases of permanent disability. The board is authorized to expend for this purpose a sum not exceeding \$100, and is directed to report the results of its investigation to the next general court, with such recommendations as it may deem expedient, not later than the fifteenth day of January. [*Res., 1916, c. 152.*]

#### BOSTON TEACHERS' PENSIONS.

**707I. Appropriation for pensions.** — In addition to the amount which the school committee is now authorized by law to appropriate for the support of the public schools of the city, and for other purposes, it shall annually appropriate for the purpose of paying pensions at the rates already established by Acts, 1908, c. 589, § 7, as amended by Acts, 1910, c. 617, § 3, and in the same manner in which it makes appropriations for other school purposes, the sum of seven cents upon each \$1,000 of the valuation on which the appropriations of the city council of the city are based, and shall from time to time pay to the treasurer of the permanent pension fund such portions of the proceeds of said seven cents upon each \$1,000 of the valuation aforesaid as, in the opinion of the school committee, will not be needed for the purpose of paying pensions to teachers during that year. Accrued interest not expended during any year shall be available for the payment of pensions during any subsequent year. [*Acts, 1908, c. 589, § 4, as last am. by Sp. Acts, 1915, c. 304, § 1.*]

The total amount of pensions payable hereunder in any one year shall not exceed the proceeds of the said seven cents upon each \$1,000 of the valuation aforesaid, together with the accrued interest of the permanent fund. In case the amount available in any one year under this act is not sufficient to pay the pensions that have been granted, the amount so available shall be divided pro rata among those to whom pensions have been or may be granted on the basis of the amount of the pension each is then receiving: *provided*, that in no case, nor in any year, shall the pension of any person retired after thirty years of service be less than \$312. [*Acts, 1908, c. 589, § 6, as last am. by Sp. Acts, 1915, c. 304, § 1.*]

*For the purposes of this act the limit of the amount of taxes on property in the city of Boston is increased two cents on each \$1,000 of the valuation upon which the appropriations by the city council of the city are based.* [*Sp. Acts, 1915, c. 304, § 2.*]

**707J. Pension and annuity funds to be exempt from taxation.** — The pension and annuity funds provided for the public school teachers in the city of Boston by Acts, 1900, c. 237, and by Acts, 1908, c. 589, and all acts in amendment thereof, so far as the same are invested in personal property, and the pensions or annuities paid from said funds to the beneficiaries thereunder shall be exempt from taxation. The provisions of Gen. Acts, 1916, c. 269, shall not apply to the pension and annuity funds aforesaid, nor to the pensions or annuities paid therefrom. [*Sp. Acts, 1917, c. 327, § 1.*]

COUNTIES.<sup>1</sup>

**712. Organization of the retirement association.**<sup>2</sup> — . . . (1) All employees of the county, on the date when the retirement system is declared established by the issue of the certificate, as provided in section two, may become members of the association. On the expiration of thirty days after said date every such employee shall be considered to have elected to become, and shall thereby become, a member, unless he shall have, within that period, sent notice in writing to the *county commissioners or officers performing their duties*, that he does not wish to join the association.

[*Acts, 1911, c. 634, § 3, as am. by Gen. Acts, 1918, c. 257, § 117.*]

**713A. Retirement of certain officers of Worcester county.** — Officers of the county of Worcester elected by popular vote shall be entitled to membership in the retirement association of said county, notwithstanding the provisions of Acts, 1911, c. 634, § 3, ¶ 3, and all the provisions of said chapter and of acts in amendment thereof shall, except as is otherwise provided herein, apply to the said officers. [*Gen. Acts, 1919, c. 158.*]

**714. Employees who may be retired.** — . . . (b) Pensions based upon prior service. Any member of the association who reaches the age of sixty years, having been in the continuous service of the county for fifteen years or more immediately preceding, and then or thereafter retires or is retired, and any member who completes thirty-five years of continuous service and then or thereafter retires or is retired, shall receive in addition to the annuity and pension provided for by paragraphs (2) *B* and *C* (a) of this section [§ 6] an extra pension for life as large as the amount of the annuity *and pension* to which he might have acquired a claim if the retirement system had been in operation at the time when he entered the service of the county, and if accordingly he had paid regular contributions from that date to the date of the establishment of the retirement association at the same rate as that first adopted by the board of retirement, and if such deductions had been accumulated with regular interest. [*Acts, 1911, c. 634, § 6, as am. by Acts, 1913, c. 817, § 3, and by Gen. Acts, 1915, c. 234, § 2.*]

**714A. "Continuous service" defined.** (f) The words "continuous service" mean uninterrupted employment, with these exceptions: a lay-off on account of illness or reduction of force; and a leave of absence, suspension or dismissal followed by reinstatement within a *period of two years: provided, however, that in reckoning the period of two years all time spent in the military or naval service of the United States or of any nation associated with it in the German war, shall be excluded.*

In the case of employees of the county who are now paid wholly by it, but who at any prior period were employees of the county within the meaning of paragraph (c) of this section and did not receive the whole or any part of their compensation from said county, and in the case of employees of any department or institution formerly administered by the commonwealth, or formerly administered in part by the commonwealth and in part by the county and later taken over by the county, service rendered prior to such transfer shall be counted as a part of the continuous

<sup>1</sup> For complete text of the act authorizing the counties of the Commonwealth to establish retirement systems for their employees, see Acts, 1911, c. 634, and amendments thereto.

<sup>2</sup> In effect February 1, 1920. See Gen. Acts, 1919, c. 5.

service for the purposes of this act. [Acts, 1911, c. 634, § 1, paragraph (f), as am. by Acts, 1913, c. 817, § 1, by Gen. Acts, 1915, c. 234, § 1, and by Gen. Acts, 1919, c. 106, § 1.]

**714B. Interest payments under retirement system for county employees.**

— *A. Refunds.* — (a) Should a member of the association cease to be an employee of the county for any cause other than death, before becoming entitled to a pension, there shall be refunded to him all the money that has been paid in by him under section five, (2) A, with *such interest as shall have been earned thereon.* [Acts, 1911, c. 634, § 6, as am. by Gen. Acts, 1918, c. 104, § 1.]

*B. Annuities from employees' deposits.* — Any member who reaches the age of sixty years and has been in the continuous service of the county for fifteen years immediately preceding, and then or thereafter retires or is retired, any member who retires or is retired at the age of seventy years, and any member who is retired for the good of the service under the provisions of section three, (5), shall receive an annuity to which the sum of his deposits under section five, (2), with *such interest as shall have been earned on such deposits,* shall entitle him, according to the tables adopted by the board of retirement, in one of the following forms: — (a) A life annuity, payable monthly. [Acts, 1911, c. 634, § 6, as am. by Gen. Acts, 1918, c. 104, § 2.]

(b) A life annuity, payable monthly, with the provision that in the event of the death of the annuitant before receiving payments equal to the sum at the date of his retirement of his deposits under section five, (2) A, with *such interest as shall have been earned on such deposits,*<sup>1</sup> the difference shall be paid to his legal representatives, *provided that this form of annuity shall not be paid unless the amount of his accumulations will provide an annuity of one hundred dollars.*<sup>1</sup> [Acts, 1911, c. 634, § 6, as am. by Gen. Acts, 1918, c. 104, § 2, and by Gen. Acts, 1918, c. 257, § 121.]

**714C. "Annuity" further defined.**<sup>1</sup> — (a) Pensions based upon subsequent service. Any member entitled to an annuity under paragraph (2) B of this section shall receive in addition thereto a pension for life payable monthly equivalent to that annuity *to which he would be entitled if his annuity were figured under (2) B (a) of this section,* to be paid out of the fund contributed by the county under the provisions of section five, (2) B (a). [Acts, 1911, c. 634, § 6, ¶ (2) C (a), as am. by Gen. Acts, 1918, c. 257, § 122.]

**714D. Accumulated contributions when payable in a gross sum.**<sup>1</sup> — If the accumulated contributions of any employee retired under the provisions of this act exceed the amount required to provide an annuity equal to one fourth of the average *annual rate of wages or salary* of such employee during the last ten years prior to his retirement, the excess above that amount shall be paid to such employee in a gross sum with the first monthly payment on the account of his retiring allowance. [Acts, 1911, c. 634, § 6, ¶ (2) C (b), as am. by Acts, 1913, c. 817, § 3, and by Gen. Acts, 1918, c. 257, § 123.]

**714E. Computation of maximum and minimum payments.**<sup>1</sup> — *E. Minimum and maximum payments.* — In no case shall the total monthly payment to a member be at a rate less than two hundred dollars per year, or at a rate more than one half *the average annual rate of wages or salary* of such member during the ten years prior to his retirement. [Acts, 1911, c. 634, § 6, ¶ (2) E, as am. by Gen. Acts, 1918, c. 257, § 124.]

<sup>1</sup> In effect February 1, 1920. See Gen. Acts, 1919, c. 5.

**714F. Prosecutions for violations of the act provided for.**<sup>1</sup>— If, in the judgment of the insurance commissioner, the county or the board of retirement has violated, or neglected to comply with, any provision of this act, or any rule or regulation established by the board of retirement hereunder, he shall give notice thereof to the county *commissioners* and to the board of retirement, and thereafter if such violation or neglect continues shall forthwith present the facts to the attorney-general for his action. [*Acts, 1911, c. 634, § 9, as am. by Gen. Acts, 1918, c. 257, § 125.*]

**715A. Qualifications and terms of service of members of the board.**<sup>1</sup>— (1) The management of the retirement system is hereby vested in the board of retirement, consisting of three members, one of whom shall be the county treasurer; the second member shall be a member of the association elected by the latter within sixty days after the date when the retirement system is declared established by the issue of the certificate provided for by section two, in a manner to be determined by the county commissioners; the third member shall be chosen by the other two members. In case of the failure of the latter to choose the third member within thirty days after the election of the second member, the chairman of the county commissioners shall appoint such third member. *The initial terms of the second and third members shall be two years, thereafter their terms shall be three years.* On a vacancy occurring in the board for any cause or on the expiration of the term of office of any member, a successor of the person whose place has become vacant or whose term has expired shall be chosen in the same manner as was his predecessor. [*Acts, 1911, c. 634, § 4, ¶ (1), as am. by Gen. Acts, 1918, c. 257, § 118.*]

**717A. The counties to make expenditures from the appropriations.**<sup>1</sup>— (1) *Expense and contingent fund.*— The county shall annually expend, from the amount appropriated therefor by the general court, such sum as may be necessary to defray the whole expense of administration, according to estimates prepared by the county treasurer and by him submitted to the county commissioners, who shall include the same in their estimates required by R. L., c. 21, § 27, and acts in amendment thereof. [*Acts, 1911, c. 634, § 5, ¶ (1), as am. by Gen. Acts, 1918, c. 257, § 119.*]

**717B. Contributions by the county regulated.**<sup>1</sup>— (b) Each year the county shall contribute *such amount as is necessary to guarantee regular interest and make good any deficiency in the annuity fund, as of the preceding thirty-first day of December.* [*Acts, 1911, c. 634, § 5, (2) B (b), as am. by Gen. Acts, 1918, c. 257, § 120.*]

**717C. Retirement of employees of the Worcester county law library association.**— The provisions of Acts, 1911, c. 634, as amended by Acts, 1913, c. 817, Gen. Acts, 1915, c. 234, and Gen. Acts, 1918, c. 257, §§ 117 to 125 inclusive, shall be applicable to the employees of the Worcester county law library association to the same extent and in the same manner as if they were employees of the county of Worcester. Payment of any assessments by such library employees shall be made in the manner and at the times determined and designated by the county treasurer. In determining the rights and obligations of such library employees as may become members of the retirement association, past service to the library association shall be counted as if rendered directly to the county of Worcester, and if any employee of said county shall hereafter enter the employment of the said library association, his status in the retirement association shall not be changed or affected by reason of such change of employment. [*Gen. Acts, 1919, c. 103, § 1.*]

<sup>1</sup> In effect February 1, 1920. See Gen. Acts, 1919, c. 5.

**718. Pensioners not to be paid for services other than jury duty.**<sup>1</sup> — No person, while receiving a pension or an annuity from the commonwealth, or from any county, city or town, except teachers who on March 31, 1916, were receiving annuities not exceeding one hundred and eighty dollars per annum, shall, after the date of the first payment of such annuity or pension, be paid for any service, except jury service *and service in a public office to which he has been elected by the direct vote of the people*, rendered to the commonwealth, county, city or town, from whose treasury said pension or annuity is payable. [Acts, 1913, c. 657, § 1, *as am. by Gen. Acts, 1916, c. 88, by Gen. Acts, 1918, c. 257, § 135, and by Gen. Acts, 1919, c. 80.*]

**719A. Retirement and pensioning of probation officers.** — Any probation officer of any court who shall be eligible to a pension for twenty years' service under the provisions of section one of Acts, 1912, c. 723, shall hereafter be retired upon attaining the age of seventy years. [Gen. Acts, 1916, c. 225, § 1.]

**719B. Pensions for scrubwomen in the employ of Suffolk County.** — Scrubwomen who have been employed continuously for fifteen years by the county of Suffolk and are incapacitated for further service, and scrubwomen who have been so employed and have attained the age of sixty years, shall be entitled to retire with a pension of six dollars a week, payable by said county.

This act shall take effect upon its acceptance by the city council of the city of Boston, with the approval of the mayor. [Gen. Acts, 1918, c. 172, §§ 1, 2.]

#### CITIES AND TOWNS.<sup>2</sup>

**724. Organization of the retirement association.** — (1) All employees of the city or town, on the date when the retirement system is declared established by the issue of the certificate, as provided in section two, may become members of the association. On the expiration of thirty days from said date every such employee shall be considered to have elected to become, and shall thereby become, a member, unless he shall have, within that period, sent notice in writing to the *city council or board of selectmen* that he does not wish to join the association.<sup>1</sup>

[Acts, 1910, c. 619, § 3, (1), *as am. by Acts, 1911, c. 338, § 3, and by Gen. Acts, 1918, c. 257, § 126.*]

**724A. Members of the board of retirement; terms of office.**<sup>2</sup> — (1) The management of the retirement system is hereby vested in the board of retirement, consisting of three members, one of whom shall be the city or town treasurer; the second member shall be a member of the association elected by the latter within sixty days after the date when the retirement system is declared established by the issue of the certificate, as provided by section two, in a manner to be determined by the *city council or board of selectmen*; the third member shall be chosen by the other two members. In case of the failure of the latter to choose the third member within thirty days after the election of the second member, the mayor or the chairman of the board of selectmen shall appoint such third member. *The initial second and third members* shall serve for two years; otherwise and thereafter the term of office of the two elected members shall be three years. On a vacancy occurring in the board for any cause or

<sup>1</sup> In effect February 1, 1920. See Gen. Acts, 1919, c. 5.

<sup>2</sup> For the complete text of the act authorizing cities or towns to establish a retirement system for their employees, see Acts, 1910, c. 619, and amendments thereto.

on the expiration of the term of office of any member, a successor of the person whose place has become vacant or whose term has expired shall be chosen in the same manner as was his predecessor. [Acts, 1910, c. 619, § 4, (1), as am. by Acts, 1911, c. 338, § 4, and by Gen. Acts, 1918, c. 257, § 127.]

**724B. Contributions by cities and towns.**<sup>1</sup>— . . . (2) B (b) *Each year in February the city or town shall contribute such amount as is necessary to guarantee regular interest and make good any deficiency in the annuity fund as of the preceding thirty-first day of January.* . . .<sup>2</sup> [Acts, 1910, c. 619, § 5, as am. by Acts, 1911, c. 338, § 5, and by Gen. Acts, 1918, c. 257, § 128.]

**726A. Annuities from Employees' Deposits.**<sup>1</sup>— . . . (2) B (b) A life annuity, payable monthly, with the provision that in the event of death of the annuitant before receiving payments equal to the sum at the date of his retirement of his deposits under § 5, (2) A, with regular interest, the difference shall be paid to his legal representatives, *provided that this form of annuity shall not be paid unless the amount of his accumulations will provide an annuity of \$100 or more.* [Acts, 1910, c. 619, § 6, ¶ (2) B (b), as am. by Acts, 1911, c. 338, § 6, and by Gen. Acts, 1918, c. 257, § 129.]

**726B. "Annuity" further defined.**<sup>1</sup>— (a) Pensions based upon subsequent service. Any member entitled to an annuity under paragraph (2) B, of this section, shall receive in addition thereto a pension for life payable monthly equivalent to that annuity *to which he would be entitled if his annuity were figured under (2) B (a) of this section*, to be paid out of the fund contributed by the city or town under the provisions of section 5, (2) B (a). [Acts, 1910, c. 619, § 6, ¶ 2 C (a), as am. by Acts, 1911, c. 338, § 6, and by Gen. Acts, 1918, c. 257, § 130.]

**726C. Total monthly payments limited.**<sup>1</sup>— (2) E. *Minimum and maximum payments.*— In no case shall the total monthly payment to a member be at a rate less than two hundred dollars a year, or at a rate more than one half the *average annual rate of wages or salary* of the member during the ten years prior to his retirement. [Acts, 1910, c. 619, § 6, as am. by Acts, 1911, c. 338, § 6, and by Gen. Acts, 1918, c. 257, § 131.]

**726D. Excess accumulated contributions to be paid in a gross sum.**<sup>1</sup>— If the accumulated contributions of any employee retired under the provisions of this act exceed the amount required to provide an annuity equal to one fourth of the average annual rate of wages or salary of such employee during the last ten years prior to his retirement, the excess shall be paid to such employee in a gross sum with the first monthly payment on the account of his retiring allowance. [Acts, 1910, c. 619, § 6, as am. by Acts, 1911, c. 338, § 6, and by Gen. Acts, 1918, c. 257, § 132.]

**726E. Provision for enforcement of the act.**<sup>1</sup>— If, in the judgment of the insurance commissioner, the city or town or the board of retirement has violated or neglected to comply with any of the provisions of this act, or of the rules and regulations established by the board of retirement hereunder, he shall give notice thereof to the *mayor or the chairman of the board of selectmen* and to the board of retirement, and thereafter if such violation or neglect continues, shall forthwith present the facts to the attorney-general for his action. [Acts, 1910, c. 619, § 9, as am. by Gen. Acts, 1918, c. 257, § 133.]

**727. Pensioning laborers in cities and towns.**— Any laborer in the employ of a city<sup>2</sup> or town which accepts this act, who has reached the age of sixty years and

<sup>1</sup> In effect February 1, 1920. See Gen. Acts, 1919, c. 5.

<sup>2</sup> Except the city of Boston. See Acts, 1912, c. 503, § 4.

has been in such employ for a period of not less than twenty-five years and has become physically or mentally incapacitated for labor, and any laborer in the employ of such city or town who has been in such employ for a period of not less than fifteen years and has become physically or mentally incapacitated for labor by reason of any injury received in the performance of his duties for such city or town may, at his request, and in cities, with the approval of the mayor, or in towns, with the approval of the selectmen, be retired from service, and if so retired he shall receive from the city or town for the remainder of his life, an annual pension equal to one half of the annual compensation paid to him as a laborer *at the time of* his retirement. Any laborer in the employ of such a city or town who has reached the age of sixty-five years and has been in such employ for a period of not less than twenty-five years including the time when incapacitated by reason of sickness, not exceeding two years in the aggregate, which is certified by a physician in regular standing, shall be retired from service and shall receive from the city or town an annual pension computed in the manner hereinbefore set forth. [Acts, 1912, c. 503, § 1, as am. by Gen. Acts, 1915, c. 47, and by Gen. Acts, 1919, c. 21.]

**727A. Pensions for public school janitors in cities and towns.** — (a) *School committees to have the power; amount of pension.* — The school committee, official, board or other body having control of the janitors in the service of the public schools in cities and towns which accept this act as provided in section three may retire, with an annual pension, any janitor in such service who has reached the age of sixty years, after completing a service of not less than twenty-five years, and who has become physically incapacitated. The pension shall be equal to one half the compensation to which the pensioner would have been entitled for full employment during the last year of his service, but in no case shall it exceed five hundred dollars a year. [Gen. Acts, 1919, c. 143, § 1.]

(b) *Such pensions to be paid out of the general school appropriation.* — The school committee, official, board or body having control of the janitors in said service may annually allot from the appropriation for the support of the public schools, maintenance of school buildings or payment of janitors, the amount necessary to pay the pensions hereby authorized. [Gen. Acts, 1919, c. 143, § 2.]

(c) *When and where to take effect.* — This act shall not apply to the city of Boston, but it shall take effect in any other city upon its acceptance by the mayor and city council thereof, and it shall take effect in any town having a population of ten thousand or more, according to the state census last preceding its submission to the town, upon its acceptance by the voters of the town at a town meeting duly called for the purpose. [Gen. Acts, 1919, c. 143, § 3.]

**727B. Pensions for foremen employed by the city of Holyoke.** — The provisions of Acts, 1912, c. 503, as amended by Gen. Acts, 1915, c. 47, relative to the pensioning of laborers in the employ of cities and towns shall, in the city of Holyoke, apply to foremen.

This act shall take effect upon its acceptance by a majority of the voters of the said city voting thereon at the next municipal election. [Sp. Acts, 1919, c. 49.]

**723. Retirement fund for laborers employed by the city of Boston.**<sup>1</sup> — Any laborer employed by the city of Boston who has reached the age of sixty years

<sup>1</sup> This section was amended in 1919 by striking out the words "but in no case shall such pension exceed in amount the sum of \$360 per year" which appeared after the word "city" in the sixth line on p. 80.

and who has been in the service of the city for a period of not less than twenty-five years, and who is physically incapacitated, shall, at his request and with the approval of the retirement board above provided for, be retired from service, and shall receive for the remainder of his life an annual pension equal to one half of the compensation to which he would have been entitled for full employment during the last year of his service for the city. It shall be the duty of the said board so to retire any laborer in the service of the city who has reached the age of seventy years and has served the city for a period of not less than twenty-five years: *provided, however*, that said retirement board may, upon the request of the mayor and city council, retire any laborer employed by said city who has been in the service of the city continuously for a period of not less than fifteen years and who, owing to injury, physical incompetency, old age or infirmity, may be incapacitated from further performance or discharge of his duty or labor. [*Acts, 1911, c. 413, § 2, as last am. by Acts, 1914, c. 765, § 1, by Sp. Acts, 1915, c. 63, § 1, and by Sp. Acts, 1919, c. 55, § 1.*]

**733A. Annuities for widows and children of deceased policemen and firemen of Boston.** — Annuities payable to the widows and children of deceased policemen or firemen of the city of Boston under the provisions of Acts, 1887, c. 178, or of Acts, 1880, c. 107, § 2, shall, as to all such policemen or firemen dying after December 31, 1919, be in such sums, not exceeding six hundred dollars, as the city council may determine.

This act shall take effect upon its acceptance by the city council of the said city, subject to the provisions of its charter, provided that such acceptance occurs prior to the thirty-first day of December in the current year. [*Sp. Acts, 1919, c. 93.*]

**736A. Retirement of school janitors and attendance officers in Boston.** — (a) *Eligibility for, and amount of, pension.* — The school committee of the city of Boston may retire, with an annual pension, any janitor or attendance officer in the service of the schools who has reached the age of sixty years, after completing a period of not less than twenty-five years in the said service, and who has become physically incapacitated. Such pension shall be equal to one half the compensation to which the pensioner would have been entitled for full employment during the last year of his service, but in no case shall it exceed *five hundred dollars* a year, and in the case of a janitor the rate of pension shall be based upon his net compensation as determined by the school committee.

*This act shall take effect upon its acceptance by the mayor, the city council, and the school committee of the city of Boston.* [*Sp. Acts, 1916, c. 257, § 1, as am. by Sp. Acts, 1917, c. 146, and by Sp. Acts, 1919, c. 132, §§ 1 and 2.*]

(b) *Appropriation provided for.* — The school committee of the city of Boston may annually allot from its appropriation for the support of the public schools the amount necessary to provide the pensions authorized by § 1 of this act. [*Sp. Acts, 1916, c. 257, § 2.*]

**736B. Amount of compensation for certain retired call members of fire departments regulated.** — All call members of fire departments of cities except Boston who were retired for disability previous to May 23, 1913, shall receive the same compensation provided for call members of fire departments placed on the retired list under the provisions of Acts, 1913, c. 697. [*Gen. Acts, 1916, c. 218, § 1.*]

(a) *To take effect only after acceptance.* — This act shall take full effect in any city upon its acceptance by the city council with the approval of the mayor. [*Gen. Acts, 1916, c. 218, § 2.*]



**736C. Pension act for permanent members of the fire department of Haverhill.** — (a) *Employees who may be retired.* — The municipal council of the city of Haverhill may retire from active service and place upon the pension roll any permanent member of the fire department of the said city whom the city physician certifies in writing to be permanently disabled, mentally or physically, from further performing duty as such member, by reason of injuries sustained or illness incurred through no fault of his in the actual performance of his duty; or any permanent member of said department who has performed faithful service therein for not less than twenty-five years or has attained the age of sixty years, if in the judgment of the municipal council such member is disabled for actual service in the department: *provided, however*, that any permanent member of said department who has performed faithful service therein for the term of twenty-five years and has attained the age of sixty years shall be retired on his own request. [*Sp. Acts, 1916, c. 268, § 1.*]

(b) *Amount of pension.* — A permanent member of the said fire department retired under the provisions of this act shall receive an annual pension, payable monthly, equal to one half of the stated annual salary or other compensation payable to him during the last year of his service. [*Sp. Acts, 1916, c. 268, § 2.*]

(c) *Act to be submitted to voters.* — This act shall take full effect upon its acceptance by a majority of the voters of the city of Haverhill present and voting thereon at the next state election. The act shall be submitted in the form of the following question to be placed upon the official ballot: — “Shall an act passed by the general court in the year 1916, entitled ‘An Act relative to pensioning permanent members of the fire department of the city of Haverhill’ be accepted?” [*Sp. Acts, 1916, c. 268, § 3.*]

**736D. Retirement of members of police departments not within the scope of the law relating to removals in the civil service.** — The provisions of Acts, 1911, c. 624, shall not apply to the retirement on a pension of members of police departments in cities who are seventy years of age or more. [*Gen. Acts, 1916, c. 113, § 1.*]

**736E. Retirement of members of the fire department of Newton.** — The board of aldermen of the city of Newton, with the approval of the mayor, may retire from active service and place upon the pension roll any permanent or call or substitute call member of the fire department of that city who by injury sustained through no fault of his and in the actual performance of his duty has become permanently disabled, mentally or physically, from further useful service as a fireman in the department, and any permanent member of said department who has performed faithful service in that department for a period of not less than twenty years as a permanent fireman who is incapacitated for further service in the department as a fireman: *provided, however*, that no member of said department shall be retired for permanent disability except upon the certificate of the city physician, which certificate shall be filed with the records of the city clerk.

Any permanent member of the fire department who has reached the age of sixty-five years, and who has performed faithful service in the department for a period of not less than twenty years, shall be retired from active service and placed on the pension roll.

Any call or substitute call member of the fire department upon reaching the age of sixty-five years shall be retired without pension.

The chief of the fire department upon reaching the age of sixty-five years may, at his request, and by vote of the board of aldermen, approved by the mayor, be continued in office from year to year.

Every person retired under the provisions of sections one and two of this act shall receive from the city an annual pension or compensation equal to one half the rate of the compensation paid to him when in active service. Payments shall be made in the same manner and at the same time as payments of salary or other compensation to firemen in active service.

No person shall receive any payment under this act who shall claim compensation under the provisions of Acts, 1913, c. 807, or amendments thereof.

The chief of the fire department is hereby authorized, in case of emergency, to call upon any person pensioned under this act for such temporary service, as a fireman in the department, as he may be able to perform, and during such service he shall be entitled to full pay.

So much of any act as is inconsistent herewith shall not apply to the provisions of this act.

This act shall take effect upon its acceptance by the board of aldermen of the city of Newton. [*Sp. Acts, 1917, c. 138, §§ 1-9.*]

**736EE. Pensions for call members of the Arlington fire department. —**

(a) *Powers of selectmen.* — The selectmen of the town of Arlington, upon the recommendation of the engineers of the fire department, shall retire from active service and pension any call member of the said department whom the town physician certifies in writing to be permanently disabled, mentally or physically, from further performing duty as such member, by reason of injuries sustained or illness incurred through no fault of his in the actual performance of duty; and any call member of said department who has performed faithful service therein for not less than twenty-five years, if in the judgment of the board of selectmen such member is disabled for useful service in the department: *provided, however*, that any call member who has performed faithful service for a term of twenty-five years and has attained the age of sixty years shall be retired upon his own request. [*Sp. Acts, 1918, c. 79, § 1.*]

(b) *Amount of pension.* — The said town shall pay to retired call firemen certified by the town physician as disabled under the provisions of section one the same pension payable to retired permanent firemen who performed similar duties. To all others retired under this act, it shall pay pensions equal to one half their annual compensation during their last year of service. All pensions hereunder shall be paid monthly. [*Sp. Acts, 1918, c. 79, § 2.*]

(c) *When act is to take effect.* — This act shall take effect upon its acceptance by the town of Arlington at a meeting called for the purpose by vote of two thirds of the voters present and voting thereon. [*Sp. Acts, 1918, c. 79, § 3.*]

**736F. Retirement of members of the police department of Newton. —**

The board of aldermen of the city of Newton, with the approval of the mayor, may retire from active service and place upon the pension roll any member of the police department of that city who by injury sustained through no fault of his and in the actual performance of his duty has become permanently disabled, mentally or physically, from further useful service as a policeman in the department, and also any member of said department who has performed faithful service in that department for a period of not less than twenty years who is incapacitated for further service as a policeman in the department: *provided, however*, that no member of said department shall be retired for permanent disability except upon the certificate of the city physician, which certificate shall be filed with the records of the city clerk.

Any member of the police department who has reached the age of sixty-five years,

and who has performed faithful service in the department for a period of not less than twenty years, shall be retired from active service and placed on the pension roll.

The chief of the police department upon reaching the age of sixty-five years may, at his request, and by vote of the board of aldermen, approved by the mayor, be continued in office from year to year.

Every person retired under the provisions of this act shall receive, from the city, an annual pension or compensation equal to one half the rate of compensation paid to him when in active service. Payments shall be made in the same manner and at the same time as payments of salary or other compensation to policemen in active service.

No person shall receive any payment under this act who shall claim compensation under the provisions of Acts, 1913, c. 807, or any amendment thereof.

The chief of the police department is hereby authorized, in case of emergency, to call upon any person pensioned under this act for such temporary service in the department as he may be able to perform, and during such service he shall be entitled to full pay.

So much of any act as is inconsistent herewith shall not apply to the provisions of this act.

This act shall take effect upon its acceptance by the board of aldermen of the city of Newton. [*Sp. Acts, 1917, c. 139, §§ 1-8.*]

**736FF. Status of certain employees of the Lowell police department, as to pensions, defined.** — The electrician, assistant electrician and night signal operator of the police department of the city of Lowell shall hereafter be entitled to all the rights and privileges now accruing to members of the said department under the provisions of Acts, 1903, c. 428, and all acts in amendment thereof or in addition thereto.

This act shall take effect upon its acceptance by the municipal council of the said city, provided that such acceptance occurs prior to the thirty-first day of December in the current year. [*Sp. Acts, 1919, c. 48, §§ 1, 2.*]

**736G. Pensions for matrons of the house of detention in Boston.** — Any matron of the house of detention in the city of Boston who has served for twenty years or longer, or who is injured in the performance of her duties, and is certified by a physician selected by the police commissioner of the city of Boston to be permanently incapacitated, either mentally or physically, for further service, may be retired at her own request by the police commissioner, with the approval of the mayor, and shall be entitled to an annual pension to be paid by the city of Boston, equal to one half the amount of compensation received by her at the time of retirement.

This act shall take effect upon its acceptance by the city council of Boston, with the approval of the mayor. [*Sp. Acts, 1917, c. 214, §§ 1, 2.*]

**736H. Income from annuities paid to members of a police or fire department to be exempt from taxation.** — Income from an annuity paid by a city or town on account of service in a police or fire department shall be exempt from taxation.

This act shall take effect as of April 1, 1917. [*Gen. Acts, 1917, c. 270, §§ 1, 2.*]

**736I. Annual payment to the Massachusetts State Firemen's Association increased.** — There shall be paid annually, on or before the first day of July, to the treasurer of the Massachusetts State Firemen's Association, the sum of \$18,000, to be used by the association for the relief of firemen in accordance with the pro-

visions of R. L., c. 32, § 73, as amended by Acts, 1903, c. 253, and by Acts, 1911, c. 90.

The treasurer of said association shall give a bond in the sum of *sixteen* thousand five hundred dollars, with sureties approved by the treasurer and receiver general, for the faithful performance of his duties.

Acts, 1906, c. 171, § 1, is hereby repealed. [*Sp. Acts, 1917, c. 121, §§ 1-3.*]

**736J. Disbursements of state aid for the relief of firemen and their dependents.** — (a) *Amount and disposition of the annual appropriation.* — The sum of eighteen thousand dollars may annually be paid from the treasury of the commonwealth for the purpose of furnishing relief to firemen and their dependents, designated in R. L., c. 32, § 73, as am. by Acts, 1903, c. 253, and by Acts, 1911, c. 90, and in § 74 of said chapter 32, as entitled to participate in the benefits of the Firemen's Relief Fund of Massachusetts, heretofore provided by Sp. Acts, 1917, c. 121, § 1. The said sum shall be in substitution for the annual payment to the treasurer of the Massachusetts State Firemen's Association constituting said relief fund, but payments from the treasury on account of said relief shall nevertheless be determined in manner and amount, on properly approved vouchers in the same manner as other claims against the commonwealth, by the board appointed under the provisions of said § 73 of said chapter 32 and amendments thereof, known as the commissioners of the firemen's relief fund, who shall hereafter be known as the Commissioners on Firemen's Relief. Five hundred dollars of the amount hereby authorized may be expended for the travelling and incidental expenses of said board. [*Gen. Acts, 1918, c. 81, § 1.*]

(b) *Acts repealed.* — R. L., c. 32, §§ 71, 72, 75, and 76, Acts, 1906, c. 171, § 2, Sp. Acts, 1917, c. 121, are hereby repealed. [*Gen. Acts, 1918, c. 81, § 2.*]

**736K. Pensions for call members of the Milton fire department.** — (a) *General provision.* — The selectmen of the town of Milton, upon the recommendation of the engineers of its fire department, shall retire from active service and place upon the pension roll any call member of the fire department of said town found by them to be permanently incapacitated, mentally or physically, for useful service in the department by injuries received through no fault of his own in the actual performance of his duty. They may also, upon the recommendation of said engineers, retire and place upon the pension roll, any call member of said department who has performed faithful service in the department for not less than twenty-five years continuously and is not less than sixty years of age. Every person retired under the provisions of this act shall annually receive as a pension a sum equal to one half the annual salary, or other compensation paid to him for services during the last year of his service: *provided, however,* that in cases of retirement for injuries received as aforesaid, the person so retired shall receive as a compensation the same sum as would be received under chapter three hundred and twenty-seven of the acts of nineteen hundred and four, by a permanent member of the fire department performing similar duties. Such pensions shall be paid by the town, which shall appropriate money therefor. [*Sp. Acts, 1919, c. 15, § 1.*]

(b) *When to become effective.* — This act shall be submitted to the voters of said town upon the official ballot at the next annual town meeting after its passage and shall take effect in said town upon its acceptance by a majority of the voters present and voting thereon, at said meeting. For the purpose of its acceptance by said town it shall take effect upon its passage. [*Sp. Acts, 1919, c. 15, § 2.*]

**736L. Pensions for certain employees of the Cambridge board of health.**

— The city of Cambridge may retire on pensions equal to one half of the annual compensation last received by them, any employees of the board of health of said city, or of any officer succeeding to the powers of said board, engaged in the work of inspection, disinfection or prevention in respect to contagious diseases.

This act shall take effect upon its acceptance by vote of the city council of said city, subject to the provisions of its charter, provided that such acceptance occurs prior to the thirty-first day of December in the current year. [*Sp. Acts, 1919, c. 120, §§ 1 and 2.*]

**736M. Death benefits of the Boston Police Relief Association further regulated.** — Acts, 1876, c. 16, is hereby amended so that the benefit to accrue by reason of the decease of members of the Boston Police Relief Association, or their wives, may be extended to such members as may be retired under Acts, 1878, c. 244, § 5, and the amendments to the same, *and to members discharged or resigning from the police department of the city of Boston who have been members of the association for ten years or more and were in good standing at the time of their resignation or discharge: provided, that such retired members and such members resigning or discharged as aforesaid shall have no voice in the government of said association, shall comply with the by-laws thereof, and shall receive no benefit from said association for sickness or disability.* [*Acts, 1882, c. 78, § 1, as am. by Sp. Acts, 1919, c. 136, § 1.*]

**737A. Retirement act for policemen of cities.** — Repealed by Gen. Acts, 1919, c. 333, § 3.<sup>1</sup>

**737B. Retirement act for firemen in cities amended.**<sup>2</sup> — (a) *Classes of firemen included defined.* — The fire commissioner or commissioners, in cities having such an official, and in other cities the board of aldermen or the board or body having the powers of aldermen, in all cases with the approval of the mayor, shall retire from active service and place upon the pension roll any *fireman, call fireman or substitute call fireman* of the city whom the city physician certifies in writing to be permanently disabled, mentally or physically, by injuries sustained or illness incurred through no fault of his in the actual performance of duty, from further performing duty as such member; or any permanent member of said department who has performed faithful service therein for not less than twenty-five years if in the judgment of said board or official such member is disabled for useful service in the department: *provided, however, that any permanent member of said department who has performed faithful service therein for the term of twenty-five years and has attained the age of sixty years shall be retired upon his own request.* [*Acts, 1913, c. 697, § 1, as am. by Gen. Acts, 1918, c. 257, § 97.*]

(b) *Amount of pension; law amended.* — Any permanent member of a fire department retired under the provisions of this act shall receive an annual pension, payable monthly, equal to one half of the annual salary or other compensation payable to him during the last year of his service. The compensation of any *call or substitute call fireman* retired under the provisions of this act shall be the same as that of a permanent member of the first grade of the same department in which he served, or, if there be no grades, his compensation shall be that of a permanent member of the department performing duties like those which he performed. [*Acts, 1913, c. 697, § 2, as am. by Gen. Acts, 1918, c. 257, § 98.*]

<sup>1</sup> In effect February 1, 1920. See Gen. Acts, 1919, c. 333, § 41.

<sup>2</sup> In effect February 1, 1920. See Gen. Acts, 1919, c. 5.

### RETIREMENT SYSTEMS OF CORPORATIONS, FIRMS, AND INDIVIDUALS.

#### 741. Act for retirement of employees in private employment amended.<sup>1</sup>

— (a) *Assignment of pension funds thereunder further regulated; exempt also from taxation, etc.* — The property of every such association, and the portion of the wages or salary of an employee deducted or to be deducted under this act, the right of an employee to an annuity, pension or endowment, and all his rights in the funds of the association, shall be exempt from taxation and from the operation of any law relating to bankruptcy or insolvency, and shall not be liable to attachment by trustee process or be liable to be taken on execution or on any other process legal or equitable to satisfy any debt or liability of the employer or of any member of the association. *No assignment of any right in or to said funds or of any pension, annuity or endowment payable under this act shall be valid, except as provided in section one.* [Acts, 1910, c. 559, § 3, as am. by Gen. Acts, 1918, c. 257, § 136.]

### MISCELLANEOUS PROVISIONS.

**744A. Commission on Economy and Efficiency<sup>2</sup> to make an investigation relative to pensions for the needy blind in 1916.** — See Res., 1916, c. 139.

**744B. Pledge, mortgage, sale, assignment or transfer of pensions prohibited.** — Any pledge, mortgage, sale, assignment, or transfer hereafter made of any right, claim, or interest in any pension which has been, or may hereafter be granted by the commonwealth or by any county, city or town, shall be void and of no effect, and any person who shall be a party to such pledge, mortgage, sale, assignment or transfer of any right, claim, or interest in any pension, or pension certificate, which has been, or may hereafter be granted or issued by the commonwealth or by any county, city or town, or who shall hold the same as collateral security for any debt or promise, or upon any pretext of such security or promise, shall be guilty of a misdemeanor, and upon conviction thereof shall be punished by a fine not exceeding one hundred dollars. [Gen. Acts, 1916, c. 75.]

**744C. Metropolitan Park Commission may retire certain police officers.<sup>3</sup>** — (a) *Conditions under which pensions may be granted.* — The metropolitan park commission may, at the request of any such call officer, if in the judgment of said commission he is disabled for useful service as such call officer, retire him from active service and place him upon the pension roll; providing a physician selected by the commission certifies in writing that such officer is permanently disabled, either mentally or physically, and that by reason of injuries sustained through no fault of his in the actual performance of his duty as a call officer he is unable further to perform his duty as such officer; and every member so retired shall annually receive a pension equivalent to one half of what his annual compensation for continuous service throughout the year would have been at the rate of pay he received from said commission at the time when he received the injury. [Gen. Acts, 1916, c. 56, § 3.]

<sup>1</sup> In effect February 1, 1920. See Gen. Acts, 1919, c. 5.

<sup>2</sup> Succeeded by the Supervisor of Administration.

<sup>3</sup> Provision was made in §§ 1 and 2 of this act (Gen. Acts, 1916, c. 56) for the appointment of call officers for temporary police duty.

(b) *Certain other provisions not to apply to officers retired under this act.* — The provisions of R. L., c. 19, § 23, and of Acts, 1904, c. 314, shall not apply to the retirement of a police officer employed under this act. [Gen. Acts, 1916, c. 56, § 4.]

(c) *Annuities to widows of certain officers.* — If any officer employed under this act shall die from injuries received while in the discharge of his duty as an employee of the said commission, and shall leave a widow or, if no widow, any child or children under the age of sixteen years, a sum not exceeding \$600 may be paid as an annuity to the widow so long as she remains unmarried, or for the benefit of the child or children so long as he or any one of them continue under the age of sixteen years, and the metropolitan park commission may, from time to time, determine the amount of such annuity within the limits aforesaid. [Gen. Acts, 1916, c. 56, § 5.]

(d) *Pensions or annuities to be paid out of certain appropriations.* — Pensions and annuities granted under this act and any expenses connected therewith shall be paid out of the appropriations for the Metropolitan Parks Maintenance Fund: *provided, however,* that such pensions, annuities and expenses shall not be paid out of any general appropriations made for the maintenance of land, reservations or parkways under the care and control of said commission, but shall be provided for by specific appropriations for the purpose. [Gen. Acts, 1916, c. 56, § 6.]

**744D. Promotion of old age annuities and of voluntary insurance against sickness, old age, and disability.** — See Res., 1918, c. 70.

## 8. SAVINGS BANK INSURANCE.

**756. Amount of policy limited.** — No savings and insurance bank shall write any policy binding it to pay more than one thousand dollars, exclusive of dividends or profits, upon the death of any one person, *except for such amount, if any, as it may be bound to pay upon the death of such person under an employees' group policy*, nor any annuity contract binding it to pay in any one year more than \$200, exclusive of dividends or profits. [Acts, 1907, c. 561, § 10, as am. by Gen. Acts, 1915, c. 32, and by Gen. Acts, 1919, c. 115.]

**758. Insurance restricted to residents of this commonwealth.** — No policy or annuity contract shall be issued, except upon the life and for the benefit of a resident of the commonwealth, *or of a person regularly employed therein*. If the holder of any policy or annuity issued by such a bank becomes a resident of another state or country, it shall be necessary, unless the bank otherwise provides, for such a policy holder or such an annuitant, or his duly authorized representative, or the beneficiary entitled to a claim for loss under such a policy, to make or receive payments at the bank, or by correspondence, without notice from the bank. Should a lapse occur by reason of the failure of any such person to do so seasonably, the liability of the bank, in case of a policy of insurance, shall be only for the amount of its previously acquired paid up insurance value, or on demand, for the stipulated cash surrender value thereof. Upon the presentation of the proof of death of any insured who had so become a resident of another state, the treasurer of the issuing bank may, if he deems it necessary, cause an independent investigation to be made in such other state into the alleged facts, and the expenses thereof may, in the discretion of the treasurer, be deducted from the amount otherwise payable on the policy. [Acts, 1907, c. 561, § 12, as am. by Gen. Acts, 1918, c. 70.]

**783A. Expenditure for giving publicity to the advantages of savings bank insurance.** — The sum of \$2,500 may be allowed and paid out of the treasury of the commonwealth from the ordinary revenue, to be expended under the direction of the trustees of the General Insurance Guaranty Fund, for the purpose of making known to those in need of industrial insurance the advantages offered by the life insurance departments of savings banks; the said sum to be in addition to any sums appropriated for salaries, office rent, and other necessary expenses during the current year. [*Gen. Acts, 1915, c. 168.*]

**783B. Certain employees to be exempt from medical examination for life insurance.**<sup>1</sup> — No life insurance company organized under the laws of or doing business in this commonwealth shall enter into any contract of insurance upon lives within this commonwealth without having previously made or caused to be made a prescribed medical examination of the insured by a registered medical practitioner; *except that an inspection by a competent person of a group of employees whose lives are to be insured and their environment may be substituted for such medical examination in cases where the insurance is granted under a single policy issued to a given person, firm or corporation, covering simultaneously a group of not less than one hundred lives all in the employ of such person, firm or corporation.* [*Acts, 1907, c. 576, § 71, ¶ 1, as am. by Gen. Acts, 1916, c. 12.*]

## 9. CO-OPERATIVE ASSOCIATIONS.

NOTE. — [In bulletins relating to labor legislation issued by this Bureau heretofore it has been the practice to include the text of laws having reference to co-operative societies, trade union and fraternal benefit societies, since organizations of this character are primarily for the benefit of wage-earners, but in view of the fact that the legislation on these several subjects enacted by the General Court in 1919 was purely amendatory in character and that the legislation on these subjects during the years 1914 to 1918, inclusive, is accessible in the bulletins issued during these several years, it is deemed unnecessary to print the text of these laws in the present bulletin.]

## 10. SMALL LOANS LAW.

**856. Rate of interest to be established by supervisor.** — The supervisor shall establish the rate of interest to be collected, and in fixing said rate shall have due regard to the amount of the loan and the nature of the security and the time for which the loan is made; *but the total amount to be paid on any loan for interest and expenses shall not in the aggregate exceed an amount equivalent to three per cent a month on the amount actually received by the borrower, computed on unpaid balances;* and no licensee or company or association to which this act applies shall charge or receive upon any loan a greater rate of interest than that fixed by the supervisor. *No charge, bonus, fee, expense or demand of any nature whatsoever, except as above provided, shall be made upon loans to which this act relates.* [*Acts, 1911, c. 727, § 7, as last am. by Gen. Acts, 1916, c. 224.*]



## 11. INDUSTRIAL EDUCATION.

## VOCATIONAL EDUCATION.

**869. Certain words and phrases defined.** — The following words and phrases as used in this act shall, unless a different meaning is plainly required by the context, have the following meanings: —

6. "Evening class" in an industrial school shall mean a class giving such training as can be taken by persons already employed during the working day, and which, in order to be called vocational, must in its instruction deal with the subject-matter of the day employment, and be so carried on as to relate to the day employment.

7. "Part-time class" in an industrial, agricultural or household arts school shall mean a vocational class for persons giving a part of their working time to profitable employment, and receiving in the part-time school, instruction complementary to the practical work carried on in such employment. To give "a part of their working time" such persons must give a part of each day, week or longer period to such part-time class during the period in which it is in session. [*Acts, 1911, c. 471, § 1, as affected by Gen. Acts, 1918, c. 206, § 1, and am. by Gen. Acts, 1919, c. 292, §§ 14 and 15.*]

**869A. State-aided vocational education extended during the war.** — The restriction imposed by Acts, 1911, c. 471, § 1, ¶ 6, upon evening classes in industrial, agricultural and household art schools, according to which instruction in such classes shall be given only to persons employed during the day in work to which the instruction so given applies, is hereby removed for the period of the present war and one year thereafter, and during that time instruction in such classes may be given to any pupils for whom it would be profitable. [*Gen. Acts, 1918, c. 206, § 1.*]

**870A. Promotion of Vocational Education in Co-operation with the Federal Government.** — The commonwealth of Massachusetts hereby accepts the provisions of the act of congress approved February 23, 1917, and entitled "An Act to provide for the promotion of vocational education; to provide for co-operation with the states in the promotion of such education in agriculture and the trades and industries; to provide for co-operation with the states in the preparation of teachers of vocational subjects; and to appropriate money and regulate its expenditure."

The board of education is hereby directed to co-operate with the federal board for vocational education in the administration of the provisions of the act of congress aforesaid, and to do all things necessary to entitle the commonwealth to receive all the benefits thereof.

The treasurer and receiver general is hereby designated as the custodian of all the funds allotted to the commonwealth from the appropriations made by said act of congress, and he shall receive and provide for the proper custody and disbursement of the same in accordance with the said act.

The federal funds so received shall be paid out in accordance with the provisions of section fourteen of said act of congress upon the requisition of the board of education as reimbursement for expenditures already incurred. The payment of said funds shall be made to such schools and classes as are approved by the said board and as are entitled to receive the same under the provisions of said act: *provided*, that, in accordance with the provisions of said act, the board of education, (1) may grant the federal funds in its control, subject to conditions prescribed by it, as money supplementary

to state aid for salaries of teachers of vocational subjects in schools and classes which meet the requirements of said act; (2) may select certain types of training which especially need stimulus and may use the federal funds for salaries of teachers giving such training; (3) may maintain courses for the preparation of teachers of selected vocations, and may use federal funds therefor; may arrange with the authorities of a state school or college to give the proper types of training to teachers of vocations under the supervision of the board, and may use federal funds therefor; may allow local school authorities to conduct, under the supervision of the board, classes for the training of vocational teachers, and may use federal funds therefor.

The last sentence of Acts, 1911, c. 471, § 3, is hereby amended to accord with the provisions of § 11 of the act of congress aforesaid by changing the word "seventeen" to "sixteen", — so that the said sentence will read as follows:— Attendance upon such day or part-time classes shall be restricted to those over fourteen and under twenty-five years of age; and upon such evening classes, to those over sixteen years of age. [*Gen. Acts, 1917, c. 215, §§ 1 to 5.*]

**871. Types of schools.**— In order that instruction in the principles and the practice of the arts may go on together, independent industrial, agricultural and household arts schools may offer instruction in day, part-time and evening classes. Attendance upon such day or part-time classes shall be restricted to those over fourteen; and upon such evening classes, to those over sixteen years of age. [*Acts, 1911, c. 471, § 3, as am. by Gen. Acts, 1917, c. 215, § 5, as affected by Gen. Acts, 1918, c. 206, § 2, and am. by Gen. Acts, 1919, c. 292, § 16.*]

**871A. Age limit in vocational schools removed during the war.**— The restriction imposed by [Acts, 1911, c. 471, § 3], as am. by Gen. Acts, 1917, c. 215, § 5, according to which instruction in certain day or part-time evening classes in industrial, agricultural and household art schools is restricted to persons under twenty-five years of age, shall not apply during the period of the present war or for one year thereafter, and during the said time such instruction may be given to persons not under twenty-five years of age. [*Gen. Acts, 1918, c. 206, § 2.*]

**871B. Cities may establish schools in various branches of agriculture and horticulture.**<sup>1</sup>— Any city may establish and maintain schools for instructing families and individuals by means of day, part-time or evening classes in gardening, fruit growing, floriculture, poultry keeping, animal husbandry, and other branches of agriculture and horticulture. The location and organization of the said schools, and the instruction given therein shall be subject to the approval of the board of education. [*Gen. Acts, 1916, c. 185, § 1, as am. by Gen. Acts, 1918, c. 257, § 183.*]

**879A. Reimbursement of cities and towns maintaining agricultural schools or furnishing agricultural instruction.**— Acts, 1911, c. 471, § 9, clause 2, is hereby amended by striking out all after the word "departments", in the sixth line, so that the paragraph will read as follows:— 2. Cities and towns maintaining approved local or district independent agricultural schools consisting only of agricultural departments in high schools shall be reimbursed by the commonwealth, as provided in this act, only to the extent of two thirds of the salary paid to the instructors in such agricultural departments.

The treasurer of the commonwealth is hereby authorized to pay to certain cities and towns maintaining such agricultural schools in the year 1916, the amounts by way of reimbursement certified as due to them by the board of education, in excess of

<sup>1</sup> In effect February 1, 1920. See Gen. Acts, 1919, c. 5. This section was amended by striking out the words "which accepts the provisions of this act," which words originally appeared after the word "city" in the first line.

the \$10,000 heretofore authorized by law, aggregating \$407.70. [*Acts, 1911, c. 471, § 9, cl. 2, as am. by Gen. Acts, 1917, c. 61, §§ 1, 2.*]

**881. Statement to be made to the general court.** — On or before the first Wednesday of January of each year the board of education shall present to the general court a statement of the amount expended previous to the preceding first day of *September*, by cities and towns in the maintenance of approved local or district independent vocational schools, or in payment of claims for tuition in such schools, for which such cities and towns should receive reimbursement, as provided in this act. On the basis of such a statement the general court may make an appropriation for the reimbursement of such cities and towns up to such first day of *September*. [*Acts, 1911, c. 471, § 10, as am. by Gen. Acts, 1919, c. 292, § 17.*]

#### UNIVERSITY EXTENSION AND CORRESPONDENCE COURSES.

**885A. Department of university extension established.** — There is hereby established a department of university extension to be under the direction and control of the board of education. The head of said department shall be appointed by the board of education, with the approval of the governor and council, and his salary shall be fixed by the board with the approval of the governor and council. He may be removed at any time by the said board of education. [*Gen. Acts, 1915, c. 294, § 1.*]

**885B. Courses established for residents.** — The said department of university extension is hereby authorized to co-operate with existing institutions of learning in the establishment and conduct of university extension and correspondence courses; to supervise the administration of all extension and correspondence courses which are supported in whole or in part by state revenues; and also, where that is deemed advisable, to establish and conduct university extension and correspondence courses for the benefit of residents of Massachusetts: *provided*, that nothing in this act shall be construed as giving to the said department or to the board of education the control or direction of extension and correspondence courses in agriculture or in subjects directly related thereto when these are administered under the direction of the Massachusetts Agricultural College. The said department, subject to the approval of the board of education, may employ such agents, lecturers, instructors, assistants and clerks, for whole or part time, as may be necessary for proper compliance with the provisions of this act. With the approval of the governor and council and of the board of education, it may rent suitable offices for the conduct of its work. [*Gen. Acts, 1915, c. 294, § 2.*]

**885C. Schools and other public buildings may be used.** — The said department for the purposes of such university extension or correspondence courses, may, with the consent of the proper city or town officials or school committees, use the school buildings or other public buildings and grounds of any city or town within the commonwealth, and may also use normal school buildings and grounds and, with the consent of the boards or commission in charge of the same, such other school buildings as are owned or controlled by the commonwealth. City and town officials and committees are hereby authorized to allow the use of buildings and grounds under their charge by the department of university extension for the purposes of university extension or correspondence courses, subject to the rules and regulations which such officials or committees may establish: *provided, however*, that such use shall not interfere or be inconsistent with the use of said buildings and grounds by the public schools of the city or town. The said department may also arrange for the use of such

other buildings, grounds, and facilities as may prove to be necessary for the conduct of its work, and may expend in rent therefor such sums as may from time to time be necessary. [*Gen. Acts, 1915, c. 294, § 3.*]

**885D. Advisory councils to be appointed.** — The department of university extension is empowered to appoint a state advisory council and also local advisory councils on university extension and correspondence courses, the functions of which shall be defined by the rules and regulations of the board of education. [*Gen. Acts, 1915, c. 294, § 4.*]

**885E. Annual report by board of education.** — The board of education shall submit to the general court, on or before the third Wednesday of January of each year, a detailed report of the doings and expenditures of the said department for the year closing on the first day of the previous July. [*Gen. Acts, 1915, c. 294, § 5.*]

**885F. Certificates to be granted.** — The said department is authorized to grant to students completing courses of instruction provided for under this act suitable certificates as evidence of proficiency, in accordance with rules and regulations to be established by the board of education. [*Gen. Acts, 1915, c. 294, § 6.*]

**885G. Appropriations for salaries.** — The department of university extension, for the purposes of complying with the provisions of this act, may be allowed for the salary of its head, agents, lecturers, instructors, assistants, clerks and other service, and for travel and other necessary expenses of these officers, incurred in the performance of their official duties under this act, such sums as shall be appropriated annually by the general court, payable out of the treasury of the commonwealth. [*Gen. Acts, 1915, c. 294, § 7.*]

**885H. Amount to be expended.** — There may be expended under the direction of the board of education in carrying out the provisions of this act for the year 1915 a sum not exceeding \$25,000. [*Gen. Acts, 1915, c. 294, § 8.*]

#### TEXTILE SCHOOLS.

**886A. Bradford Durfee Textile School to be transferred to the Commonwealth.**<sup>1</sup> — The trustees of The Bradford Durfee Textile School of Fall River, incorporated under Acts, 1899, c. 299, are hereby authorized to transfer and convey to the commonwealth, as of the first day of July in the current year, all the property, both real and personal, of the said school by instrument duly recorded in the registry of deeds of the county of Bristol, Fall River district; and the commonwealth shall thereafter, in accordance with the conditions of section three of this act, maintain the said school for the purposes stated in the said act of incorporation and in any amendments thereof or additions thereto. [*Gen. Acts, 1918, c. 248, § 1.*]

**886B. New Bedford Textile School to be transferred to the Commonwealth.**<sup>1</sup> — The trustees of the New Bedford Textile School, incorporated under Acts, 1895, c. 475, are hereby authorized to transfer and convey to the commonwealth as of the first day of July in the current year, all the property, both real and personal, of the said school by instrument duly recorded in the registry of deeds of the county of Bristol, southern district; and the commonwealth shall thereafter, in accordance with the conditions of section three of this act, maintain the said school for the purpose stated in the said act of incorporation and in any amendments thereof or additions thereto. [*Gen. Acts, 1918, c. 246, § 1.*]

<sup>1</sup> For further provisions relative to the appointment of trustees and the expenditure of such sums as may be necessary to maintain the school, see, respectively, §§ 2 and 3 of the same act.

**886C. Lowell Textile School to be transferred to the Commonwealth.<sup>1</sup>—**

The trustees of the Lowell Textile School, incorporated under Acts, 1895, c. 475, are hereby authorized to transfer and convey to the commonwealth, as of the first day of July in the current year, all the property, both real and personal, of the said school by instrument duly recorded in the registry of deeds of the county of Middlesex, northern district; and the commonwealth shall thereafter, in accordance with the conditions of section three of this act, maintain the said school for the purposes stated in the said act of incorporation and in any amendments thereof or additions thereto. [*Gen. Acts, 1918, c. 274, § 1.*]

**888A. Appropriation by the commonwealth for evening instruction in the Lowell textile school.**—*Resolved*, That there be allowed and paid out of the treasury of the commonwealth from the ordinary revenue, to the trustees of the Lowell textile school, the sum of \$50,000 for the maintenance of the school from July 1, 1916, to June 30, 1917; and the sum of \$1,500 for completing the filling, grading and enclosing of the grounds of the school. The city of Lowell is hereby authorized and directed to raise annually by taxation and pay to said trustees such a sum of money, not less than \$10,000, as may be necessary to provide for evening instruction in said school for residents of Lowell. [*Res., 1916, c. 95.*]

**893. Granting of degrees by the Lowell textile school.**—The trustees of the Lowell textile school are hereby authorized to grant the degree of Bachelor of Textile Engineering and Bachelor of Textile *Chemistry* to pupils who have taken the four-year day course of the Lowell textile school in said departments and have passed the examinations required for graduation. [*Acts, 1912, c. 62, as am. by Sp. Acts, 1917, c. 244.*]

AGRICULTURAL SCHOOLS.<sup>2</sup>

## ESSEX COUNTY.

**904A. Essex County Agricultural School.**—The name of the independent agricultural school of the county of Essex is hereby changed to Essex County Agricultural School.

The said school may provide short-unit courses of instruction both at the school and elsewhere in the county. Members of the school staff shall investigate farm and market affairs for the purpose of advising individuals and organizations with reference to better business methods available to farmers and more satisfactory methods of marketing farm products, shall give instruction in the formation of co-operative enterprises, and shall perform any other work calculated to promote the agricultural or rural development of the county. It shall be the duty of members of the staff to keep in touch with, and to bring to the assistance of such individuals and organizations, all agencies in the commonwealth or elsewhere that will enable them to utilize the latest and best knowledge in the furtherance of their work. [*Gen. Acts, 1917, c. 176, §§ 1, 2.*]

<sup>1</sup> For further provisions relative to the appointment of trustees and the expenditure of such sums as may be necessary to maintain the school, *see*, respectively, §§ 2 and 3 of the same act.

<sup>2</sup> In addition to the acts reprinted in this section, the following resolves should receive mention: A resolve providing for the appointment of a special commission to investigate all educational systems of the Commonwealth and specifically mentioning "textile, agricultural, and all other industrial and vocational schools" (*Res., 1918, Chap. 88*); a resolve providing for the maintenance of and improvements at the market garden field station at Lexington (*Res., 1918, Chap. 56*); and a resolve providing for certain improvements and equipment at the Massachusetts Agricultural College (*Res., 1918, Chap. 69*). For an act providing for the construction of a state agricultural and industrial building in West Springfield for the exhibition of agricultural and industrial products of the Commonwealth, *see Gen. Acts, 1917, c. 325.*

## BRISTOL COUNTY.

**912A. Bristol County Agricultural School.**<sup>1</sup> — The name of the independent agricultural school of Bristol county shall be Bristol County Agricultural School. [*Gen. Acts, 1917, c. 247, § 1.*]

**913A. Duties of trustees increased; new courses.** — The said school shall provide instruction in agriculture and, at such time as may be approved by the board of education, may provide instruction in household arts or home-making. Short-unit courses of instruction may be given both at the school and elsewhere in the county. Members of the school staff shall investigate farm and market conditions for the purpose of advising individuals and organizations with reference to better business methods among farmers, and more satisfactory methods of marketing farm products, shall give instruction in the formation of co-operative enterprises, and shall perform any other work calculated to promote the agricultural or rural development of the county. It shall be the duty of members of the staff to keep in touch with, and to avail themselves of, all agencies in the commonwealth or elsewhere that will enable them to utilize the latest and best knowledge and practice in the furtherance of their work. [*Gen. Acts, 1917, c. 247, § 2.*]

**915. Trustees to prepare estimates of cost of maintenance; gifts may be accepted.** — *The said school may receive and utilize gifts considered by said trustees and the board of education to be consistent with its purposes, but principally it shall be supported as follows: — The treasurer of the county shall pay all bills which are approved by the trustees, not exceeding in the aggregate \$20,000, in addition to the miscellaneous income described in § 4 of this act, for the establishment, equipment and maintenance of said school during the fiscal year 1917, and the amount so paid shall be raised by taxation in the same manner in which the other expenses of the county are provided for. Said trustees shall annually, after the first year, in consultation with, and with the approval of the board of education and the county commissioners of the county prepare on or before the fifteenth day of December, an estimate of the amount required to establish, equip, and maintain the said school for the ensuing year; and the said amount shall be included by the county commissioners of the county in the estimate required by R. L., c. 21, § 27, as amended, and if the amount so estimated, or any part thereof, shall be authorized by the general court as part of the county tax, the county of Bristol shall raise by taxation the sum so authorized, and the treasurer of the county shall pay all bills, if approved by the trustees, not exceeding the amount authorized, in the same manner as the bills of other departments of the county are paid.* [*Acts, 1912, c. 566, § 4, as am. by Gen. Acts, 1917, c. 247, § 3.*]

**915A. Cost of maintenance to be reduced if possible.** — In order to reduce the net cost to the county and state of the said school, all miscellaneous income, including receipts for tuition collected on account of non-resident pupils, receipts from the sale of products, from the work of pupils, or from any other source, shall be paid to the county treasurer to be applied toward the expense of maintenance. [*Gen. Acts, 1917, c. 247, § 4.*]

**916. Pupils.** — Said school, to the extent of the capacity of the various courses provided for in accordance with § 2 of this act, shall be free for attendance to residents of said county over fourteen and under twenty-five years of age; and, to residents of the commonwealth over seventeen years of age in such numbers and for such instruction as shall

<sup>1</sup> For an act providing for a poultry plant, hot house and other improvements at the Bristol County Agricultural School, see *Gen. Acts, 1919, c. 225.*

*be approved by the board of education.* Any resident, over fourteen years of age, of a city or town in Massachusetts *outside of said county* which does not maintain a *state-aided vocational school* offering the type of education desired, *may be admitted to the Bristol County Agricultural School in accordance with the provisions governing the admission of non-resident pupils and the collection of tuition fees contained in Acts, 1911, c. 471.* [Acts, 1912, c. 566, § 5, as am. by Gen. Acts, 1917, c. 247, § 5.]

**916A. Repeal.** — This act shall take effect upon its passage; and such parts of previous acts relating to the independent agricultural school of Bristol county as are not consistent with this act are hereby repealed. [Gen. Acts, 1917, c. 247, § 6.]

#### NORFOLK COUNTY.

**921A. Question to be submitted to the voters.** — At the next state election there shall be placed upon the official ballots for the county of Norfolk the following question: — “Shall the county of Norfolk authorize the county commissioners to issue bonds to said county to an amount not exceeding \$75,000 for the purpose of establishing an independent agricultural school?” [Gen. Acts, 1915, c. 189, § 1.]

**921B. Trustees of Norfolk County Agricultural School.**<sup>1</sup> — If a majority of the voters voting on the above question vote in the affirmative, then the establishment and maintenance of said school shall be provided for as follows: — The name of the school shall be Norfolk County Agricultural School. The governor, with the advice and consent of the council, shall appoint four persons, one for the term of one year, one for the term of two years, one for the term of three years and one for the term of four years, residents of the county, who, together with the county commissioners for the county, shall be known as the trustees of said school; and it shall be their duty to provide vocational education of the kinds authorized by § 3 [see paragraph 921C] of this act. Said trustees shall serve without compensation, but shall be reimbursed for their necessary expenses, the same to be charged and paid on account of maintenance as hereafter provided. The said trustees are hereby authorized to determine the location of the said school, subject to its approval by the board of education, and, subject to approval by the said board, to expend an amount not exceeding \$75,000 in the purchase of real estate, alteration or construction of buildings and provision of live stock, furnishings and equipment therefor. [Gen. Acts, 1915, c. 189, § 2.]

**921C. Bonds to be issued.** — To meet the cost of establishing the said school, the county commissioners are hereby authorized to issue bonds of the county to an amount not exceeding \$75,000, said amount to be paid over to the trustees upon their requisition by the treasurer of the county. Said bonds shall be issued for a term not exceeding twenty years, and shall bear interest at a rate not exceeding four per cent per annum, payable semi-annually. Each authorized issue of bonds or notes shall constitute a separate loan. The county commissioners shall by vote, provide for the payment of each loan by such annual payments, beginning not more than one year after its date, as will extinguish each loan within twenty years from its date, and in such manner that the amount of principal and interest payable in any year, shall not be less than the amount of principal payable in any subsequent year. When such a vote has been passed, the annual amount required shall, without further vote, be as-

<sup>1</sup> For an act authorizing the trustees of this school to acquire land and construct certain buildings, see Gen. Acts, 1919, c. 240.

sessed according to the provisions of law relating to the assessment of county taxes. [*Gen. Acts, 1915, c. 189, § 3.*]

**921D. Commonwealth to pay part cost of maintenance.** — The said school shall be maintained by the trustees as a state-aided vocational school, subject to the approval of the board of education, in accordance with the provisions of Acts, 1911, c. 471, and of any acts in amendment thereof or in addition thereto not inconsistent with this act. [*Gen. Acts, 1915, c. 189, § 4.*]

**921E. Instruction in agriculture and household arts to be given.** — The said school shall provide instruction in agriculture, and, at such time as may be approved by the board of education, in household arts or home-making. Short unit courses of instruction may be given both at the school and elsewhere in the county. Members of the school staff shall investigate farm and market conditions for the purpose of advising individuals and organizations with reference to better business methods among farmers and more satisfactory methods of marketing farm products, shall give instruction in the formation of co-operative enterprises, and shall perform any other work calculated to promote the agricultural or rural development of the county. It shall be the duty of members of the staff to keep in touch with, and to bring to their assistance, all agencies in the commonwealth or elsewhere that will enable them to utilize the latest and best knowledge in the furtherance of their work. [*Gen. Acts, 1915, c. 189, § 5.*]

**921F. How school shall be supported.** — Said school may receive and utilize gifts considered by said trustees and the board of education to be not inconsistent with its purposes, but principally it shall be supported as follows: — The treasurer of the county shall pay to said trustees upon their requisition such sums, not exceeding in the aggregate \$16,000, as may be required by them for the maintenance of said school during the first fiscal year, and the amount so paid shall be raised by taxation in the same manner in which the other expenses of the county are provided for. Said trustees shall annually, after the first year, in consultation with and with the approval of the board of education, prepare on or before the fifteenth day of December, an estimate of the amount required to establish, equip and maintain the said school for the ensuing year; and the said amount shall be included by the county commissioners of the county in the estimate required by R. L., c. 21, § 27, as amended, and if the amount so estimated, or any part thereof, shall be authorized by the general court as part of the county tax, the county of Norfolk shall raise by taxation the sum so authorized, and it shall be paid by the county treasurer to said trustees upon their requisition, and shall be expended by them for the purposes for which it was authorized. [*Gen. Acts, 1915, c. 189, § 6.*]

**921G. Receipts from certain tuition fees; how used.** — In order to reduce the net cost to county and state of the said school, the trustees shall apply toward the expense of maintenance such miscellaneous income as receipts from tuition collected on account of non-resident pupils in places outside of the county of Norfolk, and receipts from the sale of products and from the work of pupils. [*Gen. Acts, 1915, c. 189, § 7.*]

**921H. County to be reimbursed for certain expenditures.** — Said county shall be reimbursed by the commonwealth for the expenditures made for the maintenance of said school in the manner and proportion provided for the reimbursement of certain counties, cities and towns by Acts, 1911, c. 471, and acts in amendment thereof or in addition thereto. [*Gen. Acts, 1915, c. 189, § 8.*]



**921I. Tuition.** — Said school, to the extent of the capacity of the various courses provided for in accordance with section five of this act [see paragraph 921E], shall be free for attendance to residents of said county over fourteen and under twenty-five years of age; and, to persons residents of the commonwealth over seventeen years of age in such numbers and for such instruction as shall be approved by the board of education. Any resident over fourteen years of age of a city or town in Massachusetts outside of said county which does not maintain a state-aided vocational school offering the type of education desired, may be admitted to this school in accordance with the provisions governing admission of non-resident pupils and tuition fees contained in said [Acts, 1911,] c. 471. [*Gen. Acts, 1915, c. 189, § 9.*]

**921J. Half fare on street cars for pupils.** — The provisions of Acts, 1908, c. 530, as amended by Acts, 1910, c. 567, for half rate fare upon street railways shall apply to pupils of the said school. [*Gen. Acts, 1915, c. 189, § 10.*]

**921K. When to take effect.** — Section one of this act [see paragraph 921A] shall take effect upon its passage. The remainder of the act shall take effect upon its acceptance by the voters of the county as provided in § 2 [see paragraph 921B]. [*Gen. Acts, 1915, c. 189, § 11.*]

#### HAMPSHIRE COUNTY.

**921L. Question to be submitted to voters.** — At the next state election there shall be placed upon the official ballots for the county of Hampshire the following question: "Shall the County of Hampshire maintain an Independent Vocational School?" [*Gen. Acts, 1915, c. 225, § 1.*]

**921M. Trustees of the Hampshire County Agricultural School.** — If (A) a majority of the voters voting on the above question vote in the affirmative; and if (B) the city of Northampton causes to be tendered to the county for the maintenance of the said school the use, free of charge to the county, of the land, buildings and equipment, and any improvements thereon or additions thereto which may hereafter be made, of the present state-aided vocational school, known as Smith's agricultural school and Northampton school of industries, and notifies the board of education in writing to that effect, then (C) the county of Hampshire shall maintain an independent vocational school in accordance with the following provisions, to wit: —

1. The name of the school shall be Smith's Agricultural School.

2. The school shall be maintained as a state-aided vocational school, subject to the approval of the board of education, in accordance with the provisions of Acts, 1911, c. 471, and of any acts in amendment thereof or in addition thereto not inconsistent with this act.

3. The local board of trustees for said school shall consist of five members, one appointed by the governor for a term of four years, the chairman of the county commissioners of the county of Hampshire, ex officio, and the three trustees elected by the city of Northampton in accordance with the terms of the will of Oliver Smith, ex officio; and it shall be their duty to maintain vocational education of the kinds authorized by section three of this act.

4. The said local board of trustees, for and on behalf of the said county, shall serve without compensation, but shall be reimbursed for their necessary expenses, which shall be charged and paid on account of maintenance as hereinafter provided.

5. The three ex officio trustees elected by the city of Northampton, for and on behalf of the city of Northampton, shall make the written reports upon their "care

and management of the income" received under the will of Oliver Smith for Smith's Agricultural School, and upon "the state of the funds, the expenditures, the improvements made on the premises, and the state of the school and institution generally; and also the state and condition of the proceeds and income of the establishment", required by said will; and for their services of "control and superintendence" the said three trustees shall receive from the income received under the will of Oliver Smith the "meet recompense" for which provision is made in the said will.

6. The three ex officio trustees elected by the city of Northampton shall use so much as may be necessary of the annual income received by the city of Northampton under the will of Oliver Smith for (A) land, building and equipment purposes, including repayment of building and equipment loans now in process of liquidation; and may use the remainder of said income at their discretion for (B) other purposes, not inconsistent with the said will, which shall promote the welfare and progress of the said county school.

7. The city of Northampton may withdraw or cause to be withdrawn from the county of Hampshire the privilege of maintaining an independent vocational school on the said premises by giving written notice to the board of education not less than two years prior to the date upon which the said privilege is to be withdrawn.

8. In any event the title to the land, buildings and equipment, with all additions thereto or improvements thereon, with the exception of any equipment not purchasable under the terms of the will of Oliver Smith from the income received under said will, shall remain permanently in the possession of the city of Northampton.

9. The board of education, for and on behalf of the county, may terminate the maintenance of an independent vocational school upon the said premises by giving written notice to the city of Northampton two years prior to the date on which said maintenance is to terminate.

10. In the event that maintenance of said school by the county terminates, any equipment purchased at the expense of the county shall be disposed of by said trustees in such manner as shall be approved by the board of education, and the proceeds shall be paid by the said trustees to the treasurer of the said county. [*Gen. Acts, 1915, c. 225, § 2.*]

**921N. Courses and methods of instruction.** — The school authorized by this act shall maintain such kinds of vocational training permitted by Acts, 1911, c. 471, and of any acts in amendment thereof or in addition thereto as are not inconsistent with this act. Short unit courses of instruction may be given both at the school and elsewhere in the county. Members of the school staff shall investigate farm and market conditions for the purpose of advising individuals and organizations with reference to better business methods among farmers and more satisfactory methods of marketing farm products; shall give instruction in the formation of co-operative enterprises; and shall perform any other work adapted to promote the agricultural or rural development of the county. It shall be the duty of members of the staff to keep in touch with, and to bring to their assistance, all agencies in the commonwealth or elsewhere that will enable them to utilize the latest and best knowledge in the furtherance of their work. [*Gen. Acts, 1915, c. 225, § 3.*]

**921O. County and state support.** — The said school may receive gifts considered by said trustees and the board of education to be not inconsistent with its purpose, but principally it shall be supported as follows: —

1. The said local board of trustees shall prepare annually, in consultation with

and with the approval of the board of education, on or before the fifteenth day of December, an estimate of the amount required to maintain the said school for the ensuing year and to provide such equipment as may not be purchasable under the terms of the will of Oliver Smith from the income received under that will; and said amount shall be included by the county commissioners of the county of Hampshire in the estimate required by R. L., c. 21, § 27, as amended.

2. If the amount so estimated, or any part thereof, shall be authorized by the general court as part of the county tax, the county of Hampshire shall raise by taxation the sum authorized, and the sum so raised shall be paid by the treasurer of the county to said trustees upon their requisition.

3. Said trustees, subject to the provisions of said c. 471, Acts, 1911, and of § 3 of this act [see paragraph 921N], shall expend the sum appropriated for the purposes designated, together with such miscellaneous income as receipts from tuition collected on account of non-resident pupils from outside the county of Hampshire, and receipts from the sale of products and from the work of pupils.

4. The county shall be reimbursed for the expenditures made for the maintenance of the said school in the manner and proportion provided for the reimbursement of certain counties, cities and towns by Acts, 1911, c. 471, and acts in amendment thereof or in addition thereto.

5. Upon the passage of this act, (A) said county shall raise by taxation for the maintenance of said school during the next fiscal year of the commonwealth, a sum not less than the amount expended for maintenance by Smith's agricultural school and Northampton school of industries during the fiscal year of the commonwealth then current; (B) said sum shall be included in the estimate prepared by the county commissioners of the county of Hampshire in accordance with R. L., c. 21, § 27, as amended; and (C) the instruction offered by said school, to the extent of its capacity, shall be free to residents of said county, beginning with the fiscal year for which the first county appropriation is made. [*Gen. Acts, 1915, c. 225, § 4.*]

**921P. Tuition.** — Said school, to the extent of the capacity of the various courses provided for in § 3 of this act [see paragraph 921N], shall be free for attendance to residents of said county over fourteen and under twenty-five years of age; and to persons over seventeen years of age in such numbers and for such instruction as shall be approved by the board of education. Any resident over fourteen years of age of a city or town in Massachusetts outside said county which does not maintain a state-aided vocational school offering the type of education desired, may be admitted to this school in accordance with the provisions governing the admission of non-resident pupils and tuition fees contained in said c. 471, Acts, 1911. [*Gen. Acts, 1915, c. 225, § 5.*]

**921Q. Towns may establish vocational schools.** — Any town in said county may, however, establish, equip and maintain, with the approval of the board of education, a school for state-aided vocational education; and nothing in this act shall interfere with the rights and obligations under said c. 471, Acts, 1911, and acts in amendment thereof or in addition thereto, not inconsistent with this act, of any town which may have established such a school, or may hereafter desire to do so. [*Gen. Acts, 1915, c. 225, § 6.*]

**921R. Half fare for pupils on street cars.** — The provisions of Acts, 1908, c. 530, as amended by Acts, 1910, c. 567, relative to half-rate fare upon street railways for school children shall apply to pupils of the said school. [*Gen. Acts, 1915, c. 225, § 7.*]

IN GENERAL.<sup>1</sup>

**923A. Smith's Agricultural School in the city of Northampton.** — The city of Northampton is hereby authorized through Smith's Agricultural School and Northampton School of Industries, heretofore established in and by the said city, to carry out the provisions of the will of Oliver Smith, late of Hatfield, relative to the establishment of Smith's Agricultural School, which provisions were duly accepted by vote of the town of Northampton passed October 30, 1847, and to appropriate money for the support and maintenance of the said school, which shall hereafter be called Smith's Agricultural School.

The city of Northampton shall annually at its city election elect by ballot, as provided in said will, three superintendents who shall have the powers of a local board of trustees as provided in Acts, 1911, c. 471, § 4. The election of superintendents heretofore made is ratified and confirmed.

In computing the net maintenance sum for the said school for purposes of state reimbursement under [Acts, 1911, c. 471, § 9, cl. 1], there shall be added to the sum raised by local taxation the sum annually received by the city of Northampton from the Smith charities and expended for the maintenance of the school. [*Sp. Acts, 1918, c. 151, §§ 1-3.*]

**926A. Massachusetts Agricultural College may carry out certain practical demonstrations in market gardening.** — *See Res., 1916, c. 117.*

**926AA. Establishment of demonstration sheep farms.** — (a) *State department of agriculture to establish such farms.* — The state department of agriculture may establish demonstration sheep farms in such places in the commonwealth as may be selected by the commissioner of agriculture. The said farms may be established in co-operation with the owner of any farm who is desirous of conducting a farm in conformity herewith. [*Gen. Acts, 1919, c. 256, § 1.*]

(b) *Farms to contain not less than twenty sheep.* — All persons conducting a demonstration sheep farm shall maintain, under the supervision of and in accordance with such rules and regulations as may be prescribed by the said commissioner a flock of not less than twenty sheep, and may, under the direction of the commissioner, purchase and sell from time to time such sheep as may be considered essential to the proper development of the industry in the locality of the demonstration farm, the sheep so purchased or sold to be passed upon as to their condition and freedom from disease by the department of animal industry. [*Gen. Acts, 1919, c. 256, § 2.*]

(c) *Owners of such farms to be compensated.* — The owner of every demonstration sheep farm shall receive a reasonable compensation from the commonwealth for the use of the farm as such, for the labor and expense involved in carrying out the provisions of this act, and for any loss involved in the purchase or sale of sheep made in accordance with the preceding section. [*Gen. Acts, 1919, c. 256, § 3.*]

**926B. Provisions relative to a special investigation of agricultural education.** — [For a resolve, in 1916, creating a special commission to investigate as to the advisability of making further expenditures for improvements in the buildings and grounds, for extending and improving the educational and academic instruction,

<sup>1</sup> For an act providing for the maintenance and improvement of the market garden field station at Lexington, see Res., 1917, c. 126, and for an act relative to experimental work in the planting and growing of tobacco, see Res., 1917, c. 25.

and for a general furthering of agricultural education at the Massachusetts Agricultural College, *see* Resolves, 1916, c. 106.]

**926C. Time for report of the agricultural commission extended.** — [By the provisions of Res., 1917, c. 28, and Res., 1917, c. 81, the time for making its report by the special commission on the investigation of agricultural education at the Massachusetts Agricultural College and the development of the agricultural resources of the Commonwealth was extended, respectively, to the second day of April, 1917, and the second Wednesday in January, 1918.]

**926E. County aid to agriculture.** — (a) *Appointment of the trustees.* — In each county, except Suffolk<sup>1</sup> and except counties maintaining vocational agricultural schools, the county commissioners shall, on or before October 1, 1918, appoint an unpaid board of nine trustees to be known as trustees for county aid to agriculture, three of whom shall serve for one year, three for two years, and three for three years from the first day of April in the current year, and thereafter, as the term of each trustee expires, or as a vacancy occurs, the county commissioners shall appoint a successor for a term of three years from the first day of April in the year of the appointment, or for the unexpired term. All of said trustees shall be residents of the county in which they are appointed, *one shall always be a county commissioner of said county*, and four, so far as possible shall be taken from the directors, chosen as hereinafter provided, of such cities or towns as have appropriated funds toward carrying out the provisions of this act. Choice of the aforesaid directors shall be made in such towns at the annual town meeting at which the appropriation is made, or at the next succeeding annual meeting whenever the appropriation is made at a special meeting, and in such cities, by the mayor and aldermen, or body exercising similar powers, not later than fifteen days following the vote authorizing the appropriation. The said directors shall serve for such terms as the appointing authority in cities and the voters in towns shall determine. [*Gen. Acts, 1918, c. 273, § 1, as am. by Gen. Acts, 1919, c. 34.*]

(b) *Appropriations for the purpose; co-operation with other departments.* — The trustees may on behalf of the county, receive and apply to the purposes of this act money appropriated therefor by any county, city or town, or by the federal government, and may control the expenditure thereof either solely or in conjunction with representatives or agents of the commonwealth or of the United States, or of any department, commission, board or institution created under the statutes of the commonwealth or under an act of congress. The trustees may enter into agreements, arrangements or undertakings with any such departments, commissions, boards and institutions, relative to extension work with adults and with boys and girls in agriculture, home-making and country life. [*Gen. Acts, 1918, c. 273, § 2.*]

(c) *Instructors to be appointed.* — The said trustees shall maintain one or more agents or instructors in agriculture, home-making and country life, who shall meet the residents of the county individually and in groups for the purpose of teaching and demonstrating better practice in agriculture and home-making, the benefits to be derived from co-operative efforts, better methods of marketing farm products and the organization of communities to build up country life. [*Gen. Acts, 1918, c. 273, § 3.*]

(d) *Budget of expenses and estimates to be prepared.* — The trustees shall annually prepare a budget, and submit the same to the county commissioners not later than

<sup>1</sup> Gen. Acts, 1919, c. 75, provided for the appointment in the County of Suffolk of trustees for county aid to agriculture.

the last Wednesday in December, containing a detailed estimate of all sums required by them for carrying out the purposes of this act during the ensuing year. The county commissioners shall include in their annual estimate of county expenses to be appropriated by the general court and raised by the annual county tax levy such sums as they may deem necessary to meet one half of the requirements of the trustees during said year: provided that county funds shall be paid to the said trustees to the extent only and upon their certificate that a like amount has been received by them from other sources, including funds received under the provisions of section two. [*Gen. Acts, 1918, c. 273, § 4.*]

(e) *Cities and towns may acquire land for purposes of demonstrations in agriculture and home-making.* — Any city or town may in the manner in which land may be acquired for school purposes, acquire, by purchase or otherwise, real estate for the purpose of carrying on, under the direction of the agents or instructors of said trustees, demonstration work in agriculture and home-making, and may, in the manner provided by law for making appropriations for municipal purposes, appropriate money to be expended by said trustees for the purposes of this act, or for the purpose of enabling the trustees to acquire necessary real estate, or for the support of demonstration work, under the direction of the agents or instructors or of the trustees, on land owned by the city or town or by any resident thereof. [*Gen. Acts, 1918, c. 273, § 5.*]

(f) *Act repealed.* — Acts, 1914, c. 707, is hereby repealed. [*Gen. Acts, 1918, c. 273, § 6.*]

**926F. Time for report by special Commission on Agricultural Education extended.** — See Res., 1918, c. 4.

**926G. Massachusetts Agricultural College to become a State institution, maintained by the Commonwealth.** — (a) *Dissolution of the former corporation.* — The Massachusetts Agricultural College, incorporated by Acts, 1863, c. 220, and acts in amendment thereof and in addition thereto, is hereby dissolved, and hereafter the college shall be maintained by the commonwealth as a state institution under the name of the Massachusetts Agricultural College. The commonwealth shall settle the affairs of the corporation, and shall be subject to its legal obligations and liable for its lawful debts. [*Gen. Acts, 1918, c. 262, § 1.*]

(b) *Appointment and tenure of office of trustees.* — The present trustees of the said corporation shall be the trustees of the state institution, and shall hold office as such until the expiration of the several terms for which they were appointed, unless sooner removed. The power of appointment of their successors and the power of removal of trustees shall be exercised by the governor with the advice and consent of the council. An appointment to fill a vacancy occurring prior to the expiration of the term of a trustee shall be for the unexpired part of the term, and all other appointments shall be for the term of seven years. The governor, the commissioner of education, the secretary of the state board of agriculture, and the president of the faculty of the college shall be, ex officio, members of the board of trustees. The number of appointive trustees shall never exceed fourteen. [*Gen. Acts, 1918, c. 262, § 2.*]

(c) *Powers and duties of trustees.* — The powers and duties heretofore conferred and imposed upon the trustees of the Massachusetts Agricultural College, are hereby conferred and imposed upon the trustees of the state institution, the Massachusetts Agricultural College, who shall manage and administer any grant or devise of land, and any gift or bequest of money or other personal property, made to the commonwealth for the use of said institution, and shall carry out said trusts, and shall invest

the proceeds thereof in notes or bonds secured by good and sufficient mortgages or other securities. All property now held by the corporation, the Massachusetts Agricultural College, upon special trusts shall be managed and administered by said trustees in behalf of the commonwealth in accordance with the provisions of such special trusts. [*Gen. Acts, 1918, c. 262, § 3.*]

(d) *Receipts and expenditures.*—All expenditures for the maintenance of the institution shall be authorized by a majority of the trustees, or by a majority of a duly appointed committee of the trustees. Complete records and files of the pay rolls and bills shall be kept in the office of the treasurer. A complete accounting of all receipts and expenditures of the institution from all sources shall be made by the trustees to the governor annually. There shall be a complete audit of the accounts of the institution, including all receipts and expenditures, under the direction of the trustees at least twice a year, and also under the direction of the auditor of the commonwealth, whenever he may deem it proper. Monthly statements of receipts and expenditures shall be rendered by the treasurer to the auditor. The expenditure of special appropriations shall be under the direction and control of the trustees, and shall be accounted for in the same manner as appropriations for maintenance. [*Gen. Acts, 1918, c. 262, § 4.*]

(e) *All employees to be considered state employees.*—All employees of the institution shall be considered state employees, but shall not be subject to the civil service laws and regulations. [*Gen. Acts, 1918, c. 262, § 5.*]

(f) *All other laws affecting the college to remain in force.*—All acts and parts of acts which apply to the present Massachusetts Agricultural College shall continue in force and apply to the Massachusetts Agricultural College hereby created so far as they are not inconsistent with this act. [*Gen. Acts, 1918, c. 262, § 6.*]

#### MISCELLANEOUS.

**933A. Investigation of industrial work for the blind.**—[*See Res., 1917, c. 125.* For a resolve extending the time within which the board of education was required to report on special training for injured persons required by Res., 1916, c. 75, *see Res., 1917, c. 4.*]

**933C. Articles produced by the blind to be purchased for public institutions.**—Articles or supplies, other than the products of prison labor, required by any public institution in the commonwealth, shall be purchased by the superintendent or other officer in charge of the institution from the [commission for the blind],<sup>1</sup> provided that the commission has the same for sale, and that they were produced by persons under the supervision of the said commission or produced in industrial schools or workshops under the supervision of the commission. [*Gen. Acts, 1918, c. 141, § 1.*]

**933E. Establishment of a division, as a department of the industrial accident board, for the training of cripples.**—(a) *Cripples to be taught trades.*—There is hereby established, under the direction and control of the industrial accident board, a division for the training and instruction of persons whose capacity to earn a living has in any way been destroyed or impaired through industrial accident: *provided*, that at the time of the accident which incapacitated them they were residents of

<sup>1</sup> Name changed. *See Gen. Acts, 1918, c. 266.*

the commonwealth. The said board shall in its annual report to the general court describe in detail the work of the division, and may from time to time issue bulletins containing information relative thereto. [*Gen. Acts, 1918, c. 231, § 1.*]

(b) *Head of the division to be appointed; other administrative provisions.* — The head of the said division shall be appointed and his salary determined by the industrial accident board, subject to the approval of the governor and council, and he may be removed by the said board. The division shall be furnished with suitable quarters in the state house, and may expend for salaries and other necessary expenses such amount as shall annually be appropriated therefor by the general court. [*Gen. Acts, 1918, c. 231, § 2.*]

(c) *The division to co-operate with the board of education and the U. S. government in training such cripples.* — The said division shall aid persons who are incapacitated as described in section one in obtaining such education, training and employment as will tend to restore their capacity to earn a livelihood. The division may co-operate with the United States government, and in co-operation with the board of education may establish or maintain, or assist in establishing or maintaining, in schools or institutions supported wholly or in part by the commonwealth such courses as it may deem expedient, and otherwise may act in such manner as it may deem necessary to accomplish the purposes of this act. [*Gen. Acts, 1918, c. 231, § 3.*]

**933F. Training and instruction of disabled sailors and soldiers.** — (a) *Board of education to establish a division for the purpose.* — For the purpose of fitting for employment in the industries of the commonwealth, and of making self-supporting and independent of charitable aid soldiers and sailors who have been or may become disabled or diseased in the present war service of the United States or of its allies, and who are residents of the commonwealth at the time of their discharge, or within one year thereafter, and continue to be residents while receiving the benefits of this act, the board of education is hereby directed to establish a division for their training and instruction. [*Gen. Acts, 1918, c. 230, § 1.*]

(b) *Executive head and advisory board to be appointed.* — Said division shall consist of a qualified executive head, appointed by the board of education, and an advisory board. The advisory board shall consist of the commissioner of education, who shall be chairman, the surgeon general, the commissioner of health, the director of the bureau of statistics, the director of mental diseases, the chairman of the industrial accident board, and the supervisor of administration, ex officio, and nine other persons who shall be appointed by the governor, with the advice and consent of the council, and shall serve without compensation. The director of the bureau of statistics shall be the executive secretary of the board. [*Gen. Acts, 1918, c. 230, § 2.*]

(c) *State buildings may be transferred to the division by the governor.* — The governor, with the advice and consent of the council, is hereby authorized to transfer, either wholly or in part, to the board of education, for the use of said division, the use and custody of any state hospital, school or workshop, including its equipment and employees, or any other suitable resources of the commonwealth, for a period not exceeding the duration of the present war and two years after its termination as defined by federal authority. [*Gen. Acts, 1918, c. 230, § 3.*]

(d) *Board of education to provide facilities necessary.* — The board of education, acting through said division, is hereby empowered to make reasonable agreements for the use of available facilities for the purposes of this act, to provide such facilities where they are needed and to employ qualified persons to teach or supervise the sol-



diers and sailors seeking re-education or training under the provisions of this act. [*Gen. Acts, 1918, c. 230, § 4.*]

(e) *State buildings may be assigned to use of the U. S. government for such purposes.* — The governor, with the advice and consent of the council, may lease to, or permit to be used by, the United States or any department, bureau or agency thereof, any state hospital, school, workshop and its premises and equipment, or any other suitable resources belonging to the commonwealth for the purpose of enabling the United States to carry on the re-education and rehabilitation in industry of any soldiers and sailors in the service of the United States or of its allies, and may assign to the United States or its agents any agreement or contract entered into by the board of education or by said division for carrying out the purposes of this act, upon such terms and conditions as will fully protect the commonwealth against expense. [*Gen. Acts, 1918, c. 230, § 5.*]

(f) *Appropriations therefor.* — To carry out the provisions of this act, there may be expended from the treasury of the commonwealth such amounts as shall annually be appropriated by the general court, but, during the present fiscal year, not more than ten thousand dollars. [*Gen. Acts, 1918, c. 230, § 6.*]

**933G. Appointment of a special commission to investigate as to the training of disabled soldiers and sailors.**<sup>1</sup> — *Resolved*, That a special commission, to consist of the commissioner of education, the director of the commission for the blind, the commissioner of labor and six other persons to be appointed by the governor, shall investigate the subject-matter of the recommendations of the board of education relating to the training of disabled soldiers and sailors embodied in house document 344, and also the subject-matter of senate bills 245 and 246, of house bills 217 and 1244 and of house resolve 101. The commission, with the approval of the governor and council, may expend such sums, not exceeding one thousand dollars, as may hereafter be appropriated, and shall report the result of its investigation to the next general court on or before the seventh day of January. [*Res., 1919, c. 56.*]

**933H. Investigation as to the practicability of using for disabled industrial workers new contrivances for restoring injured soldiers to productive employment.** — *Resolved*, That the industrial accident board shall investigate the practicability of using for persons incapacitated by industrial accidents the various mechanical and surgical devices, and methods of training and education, that have been invented or developed during the present war for the purpose of restoring injured soldiers and sailors to health and to productive employment. The board shall determine what steps to this end should be taken by the commonwealth, and shall make a survey of the resources, public and private, both actual and potential, which are available for the purpose. The board shall report to the next general court with drafts of such legislation as it may deem expedient, and may expend such sum not exceeding one thousand dollars as may hereafter be appropriated. [*Res., 1919, c. 53.*]

**934A. Special investigation with respect to persons with defective eyesight.** — *See Res., 1915, c. 40.*

**934B. Instruction of adult blind at their homes.** — [The commission for the blind]<sup>2</sup> may provide for the instruction of the adult blind at their homes. The commission may expend annually for this purpose *such sum as the general court may annually appropriate* and shall include with its other estimates of needed appropria-

<sup>1</sup> See paragraph 933F.

<sup>2</sup> Name changed. See Gen. Acts, 1918, c. 266.

tions a detailed estimate of the proposed expenditures. [*Gen. Acts, 1916, c. 201, § 1, as am. by Gen. Acts, 1918, c. 55, § 1, and by Gen. Acts, 1919, c. 15.*]

**934C. Fund for an investigation and relief of blind and needy persons in the form of education, employment, etc.**<sup>1</sup> — *Resolved*, That the commission for the blind may expend during the current fiscal year, to the extent that an appropriation is made therefor by the general court, a sum not exceeding \$10,000 for the relief of blind and needy persons who are, at the date of passage of this resolve, legal residents of the commonwealth, and be it further

*Resolved*, That the director of the said commission, the secretary of the state board of charity and the supervisor of administration are hereby constituted a special commission to investigate and consider all matters relative to the registration, care and relief of blind persons in the commonwealth and such other matters relative to said persons as the said special commission may deem pertinent to this inquiry, including the following questions:— The approximate number of blind persons now residing in the commonwealth and their age, sex, nationality, citizenship, place of residence, occupation and dependency; the advisability of establishing, by law or otherwise, any new methods for maintaining a complete and accurate registration of said persons; the need of new methods of financial and other relief through education, employment, institutional care or treatment, financial assistance or otherwise, and whether such relief should be borne by the commonwealth or by the cities and towns.

The commission is especially directed to consider the subject-matter of house bills numbered 705 and 1143 of the current year, and to report upon the advisability of the legislation proposed therein and the estimated expense that would be entailed thereby.

All other boards and officials of the commonwealth and of the cities and towns are hereby directed to co-operate with the said special commission and to assist it in procuring such information as it may require. The commission shall report its findings to the next general court not later than the tenth day of January, with such recommendations for legislation as it may deem appropriate, and may expend for the investigation such sums as may hereafter be appropriated therefor. [*Res., 1919, c. 48.*]

**935. Evening classes in practical arts for women.** — Any city or town may through its school committee, or other board of trustees for vocational education, establish and maintain separate *day and evening* classes in household and other practical arts. Such classes shall be known as practical art classes. *If day classes only, or evening classes only, are established, they shall be open to all women over sixteen years of age; if both day and evening classes are established the day classes shall be open only to women over sixteen years of age, and the evening classes shall be open only to women over seventeen years of age who are employed in any capacity during the day. Such classes may be established and maintained as approved state-aided practical art classes under the provisions of, and subject to all the conditions, not inconsistent with this act, of Acts, 1911, c. 471. [Acts, 1912, c. 106, as am. by Gen. Acts, 1915, c. 266, § 1.]*

**935A. Name of South End Industrial School changed.** — The name of the South End Industrial School, a corporation organized under the laws of the commonwealth, is hereby changed to Norfolk House Centre. [*Sp. Acts, 1915, c. 147, § 1.*]

**935B. Purpose defined.** — The purpose of said corporation shall be to foster

<sup>1</sup> Gen. Acts, 1919, c. 229, authorized the expenditure of \$10,000, under the direction of the Massachusetts Commission for the Blind, for the purpose of providing sight-saving classes for certain children.

better homes and better citizenship through industrial classes and by such other means as may from time to time be adopted. [*Sp. Acts, 1915, c. 147, § 2.*]

**936A. Independent industrial shoemaking school may be established in Lynn.** — (a) *Question to be submitted to the voters.* — At the next state election there shall be placed upon the official ballot for the city of Lynn the following question: — "Shall the city of Lynn establish an Independent Industrial Shoemaking School?" [*Sp. Acts, 1916, c. 174, § 1.*]

(b) *Appointment of trustees, compensation, etc.* — If a majority of the voters voting upon the question aforesaid vote in the affirmative, the governor, with the advice and consent of the council, shall appoint eight persons, residents of the city of Lynn, two of whom shall be representatives of the laboring class, to serve as follows: — two for one year, two for two years, two for three years, and two for four years; and thereafter two persons shall be appointed annually for the term of four years, but every appointee under this act shall serve until his successor has qualified. The said persons together with the mayor of Lynn shall be known as Trustees of the Independent Industrial Shoemaking School of the City of Lynn. They shall serve without compensation, but shall be reimbursed for their necessary expenses, and the sums so paid shall be charged as a part of the maintenance expense of the school. [*Sp. Acts, 1916, c. 174, § 2.*]

(c) *Renting and equipping of buildings.* — The said trustees are hereby authorized to determine the situation of the said school, subject to the approval of the board of education, and to expend annually for rent of suitable floor space for the school a sum not exceeding \$6,000 until such time as it is deemed expedient to purchase, construct or alter a building for the use of the school. After the said school is established and equipped, the city of Lynn shall annually raise by taxation such sums as may be needed for its maintenance and operation. [*Sp. Acts, 1916, c. 174, § 3.*]

(d) *Cost; issuance of bonds.* — The cost of establishing and equipping the said school shall be paid by the city of Lynn, and for this purpose the municipal council is hereby authorized to issue bonds of the city to an amount not exceeding \$20,000, for terms not exceeding ten years, and at a rate of interest not exceeding four per cent per annum payable semi-annually. The bonds shall be issued and shall be payable in accordance with the provisions of Acts, 1913, c. 719. Each authorized issue of bonds hereunder shall constitute a separate loan. [*Sp. Acts, 1916, c. 174, § 4.*]

(e) *Statutes governing the maintenance of the school.* — The school established under this act shall be established and maintained as an approved school, subject to the provisions of Acts, 1911, c. 471, and of any amendments thereof, and the city of Lynn shall be reimbursed for the expenditures incurred in its maintenance in the manner and to the extent provided for the reimbursement of cities and towns by the said chapter and any amendments thereof. [*Sp. Acts, 1916, c. 174, § 5.*]

**936B. Instruction for certain nurses, attendants, etc., provided.** — Acts, 1911, c. 649, § 1, was repealed by Gen. Acts, 1917, c. 50. Re-enacted in new form as follows: — The trustees of the state institutions under supervision of the *commission on mental diseases* shall cause to be given to the nurses, attendants and patients of said institutions instruction in such arts, crafts, manual training, kindergarten and other *branches and lines* of occupation as may be appropriate for the patients of the said institutions to *undertake*, especially *such patients as* are physically unfit to *perform* the usual work *in or* about the institutions. [*Acts, 1911, c. 649, § 1, as am. by Gen. Acts, 1917, c. 50.*]

**938. Manual training.** — Every city and town containing 20,000 inhabitants or more shall maintain the teaching of manual training and household arts as part of both its elementary and its high school system. [*R. L., c. 42, § 9, as am. by Gen. Acts, 1919, c. 292, § 3.*]

**938A. Manual training and training in agriculture.** — [Provision is made for changing the minimum period during which instruction in public schools shall be provided from 32 weeks to 160 days in each year, except in certain instances. Subjects prescribed include manual training and training in agriculture. *See Gen. Acts, 1918, c. 257, § 174.*]

**940A. Investigation relative to establishing schools in county jails.** — *See Res., 1917, c. 59.*

## 12. TRADE UNIONS.

(See also under Labor Disputes below.)

**945. Adoption and recording of labels.** — A person may adopt a label, not previously owned or adopted by any other person, and file such label for record, by depositing two copies or facsimiles thereof in the office of the secretary of the commonwealth, one of which copies or facsimiles shall be attached by the secretary of the commonwealth to the certificate of record hereinafter referred to. The applicant shall file with the label a certificate specifying the name of the person so filing such label, his residence, situation or place of business, the kind of merchandise to which such label has been or is intended to be appropriated, and the length of time, if any, during which it has been in use. If such label has not been and is not intended to be used in connection with merchandise, the particular purpose or use for which it has been or is intended shall be stated in the certificate. Such certificate shall be accompanied by a written declaration, verified under oath by the person, or by a member of the firm or by an officer of the association, union or corporation, by which it is filed, that the party so filing such label has a right to use the same, and that no other person has the right to such use, either in the identical form or in any such near resemblance thereto as may be calculated to deceive, and that the copies or facsimiles filed therewith are true. The secretary of the commonwealth shall issue to the person depositing such label a certificate of record, under the seal of the commonwealth, and the secretary shall cause the certificate to be recorded in his office. Such certificate of record, or a certified copy of its record in the office of the secretary of the commonwealth, shall in all suits and prosecutions under the provisions of this [section and *R. L., c. 72, §§ 8-14, inclusive*], be sufficient proof of the recording of such label and of the existence of the person named in the certificate. The fee for filing the certificate and declaration and issuing the certificate of record shall be two dollars. No label shall be recorded which could reasonably be mistaken for a label already on record. *If a label duly recorded as aforesaid is assigned by an instrument in writing under seal, such assignment may be recorded. Upon the filing of an assignment the secretary of the commonwealth shall issue to the assignee a certificate of registration. The fee for filing the assignment and issuing the certificate of registration shall be two dollars.*<sup>1</sup> [*R. L., c. 72, § 7, as am. by Gen. Acts, 1918, c. 257, § 279.*]

<sup>1</sup> In effect February 1, 1920. *See Gen. Acts, 1919, c. 5.*

**959. Savings bank deposits by trade unions.**<sup>1</sup> — [A savings bank corporation] may receive on deposit from any person not more than *two thousand dollars*; and may allow interest upon such deposits, and upon the interest accumulated thereon, until the principal, with the accrued interest, amounts to *four thousand dollars*; and thereafter upon no greater amount than *four thousand dollars*; but the provisions of this section shall not apply to deposits by a religious or charitable corporation or labor union, or credit union, or in the name of a judge of probate, or by order of any court, or on account of a sinking fund of a city or town in this commonwealth or of any trust fund held by a city or town for public uses. [Acts, 1908, c. 590, § 46, as am. by Gen. Acts, 1917, c. 144, and by Gen. Acts, 1919, c. 11.]

**959A. Savings banks to report the amount deposited by labor and credit unions.** — Such report [by savings banks] shall, in the year 1909, and in each fifth year thereafter, also state the number and amount of deposits of \$50 and less, of those exceeding \$50 and not more than \$100, of those exceeding \$100 and not more than \$200, of those exceeding \$200 and not more than \$500, of those exceeding \$500 and less than \$1,000, of those of \$1,000 or more; and of those to the credit of women, both adults and minors, guardians, religious and charitable corporations, *labor and credit unions*, and in trust, respectively, received during the twelve months last preceding. [Acts, 1908, c. 590, § 38, as am. by Gen. Acts, 1915, c. 62.]

### 13. LABOR DISPUTES.

#### STRIKES AND LOCKOUTS.

**972. Penalty.** — Any person, firm, association or corporation violating any provision of this act shall, upon complaint of and after investigation by the state board of *labor and industries* be punished by a fine not exceeding \$100 for each offence. [Acts, 1910, c. 445, as last am. by Acts, 1914, c. 347, § 4, Gen. Acts, 1915, c. 108, and by Gen. Acts, 1916, c. 143, § 1.]

**973. Determination of the normality of business after a strike.**<sup>2</sup> — The provisions of this act shall cease to be operative when the state board of conciliation and arbitration shall determine that the business of the employer, in respect to which the strike or other labor trouble occurred, is being carried on in the normal and usual manner and to the normal and usual extent. Upon the application of the employer, this question shall be determined by said board, but only after a full hearing at which all persons involved shall be entitled to be heard and be represented by counsel. The board shall give at least three days' notice of the hearing to the strikers and employees by publication in at least three daily newspapers published in the commonwealth, and by mailing a copy of said notice, postage prepaid, to the employers and to the accredited representatives of the strikers or workmen interested, when their addresses are known; and in every case the secretary of the board of conciliation and arbitration shall make every reasonable and diligent effort to give notice to said strikers or interested workmen. [Acts, 1910, c. 445, as am. by Acts, 1914, c. 347, § 5, by Gen. Acts, 1916, c. 89, and by Gen. Acts, 1918, c. 251.]

<sup>1</sup> Acts, 1908, c. 590, § 38, as amended by Gen. Acts, 1915, c. 62, providing in part, that savings banks should report the amount deposited by labor and credit unions, was repealed by Gen. Acts, 1919, c. 16.

<sup>2</sup> Has reference to advertisements and solicitations for employees during strikes, lockouts, or other labor disputes.

## INJUNCTIONS.

**974-6. Injunctions not to be issued against employees except in certain cases.** — [Acts, 1914, c. 778, §§ 1-3.] Declared unconstitutional by Supreme Court of Massachusetts in the case of *Bogni v. Perotti*, 224 Mass. 152. [For the text of this case, see Labor Bulletin No. 117, issued by this Bureau in 1916, entitled, "Labor Injunctions in Massachusetts."]

14. LICENSED OCCUPATIONS.<sup>1</sup>HAWKERS AND PEDLERS.<sup>2</sup>

**984. Hawkers and pedlers defined.**<sup>3</sup> — *Except as hereinafter expressly provided, the terms "hawker" and "pedler" as used in this chapter shall mean and include any person, either principal or agent, who goes from town to town or from place to place in the same town selling or bartering, or carrying for sale or barter or exposing therefor any goods, wares or merchandise, either on foot, on or from a horse or other animal, or in or from a wagon or other vehicle. Hawkers and pedlers selling or bartering, or carrying for sale or barter or exposing therefor any goods, wares or merchandise, except as permitted by this chapter, shall forfeit not more than \$200 for each offence, to be equally divided between the commonwealth and the city or town in which the offence is committed.*

*13a. The provisions of this chapter relating to hawkers and pedlers shall not apply to wholesalers or jobbers having a permanent place of business in this commonwealth and selling to dealers only, nor to commercial agents or other persons selling by sample, lists, catalogues or otherwise for future delivery, nor to any person who peddles only fish obtained by his own labor or that of his family, fruits, vegetables or other farm products raised or produced by himself or his family, nor to persons or organizations selling certain articles for charitable purposes under Gen. Acts, 1916, c. 188. [R. L., c. 65, § 13, as am. by Gen. Acts, 1916, c. 242, § 1, and by Gen. Acts, 1918, c. 257, § 260.]*

**984A. Transient vendors distinguished by definition from hawkers and pedlers.**<sup>3</sup> — The term "*transient vendor*" for the purposes of this chapter shall mean and include any person, either principal or agent, who engages in a temporary or transient business in this commonwealth, either in one locality or in traveling from place to place selling goods, wares or merchandise, and who, for the purpose of carrying on such business, hires, leases or occupies a *tent, booth, building or structure other than a vehicle*, for the exhibition and sale of such goods, wares or merchandise. [R. L., c. 65, § 1, as am. by Gen. Acts, 1918, c. 257, § 257.]

**984B. Cities and towns may license transient vendors.**<sup>3</sup> — Every *transient vendor*, before making any sales of goods, wares or merchandise in a city or town, shall make application to the mayor and aldermen or selectmen or other board authorized to issue such licenses and, *unless the fee therefor is fixed as hereinafter provided*, shall file *with them* a true statement, under oath, of the average quantity and value of the

<sup>1</sup> For licensing of minors, see under Women and Children.

<sup>2</sup> By Gen. Acts, 1918, c. 218, § 1, the name of the commissioner of weights and measures, who is in charge of the licensing of hawkers and pedlers, was changed to the Commissioner of Standards.

<sup>3</sup> In effect February 1, 1920. See Gen. Acts, 1919, c. 5.

stock of goods, wares and merchandise kept or intended to be kept or exposed by him for sale. *Said board shall submit such statement to the assessors of the city or town, who, after such examination and inquiry as they deem necessary, shall determine such average quantity and value, and shall forthwith transmit a certificate thereof to said board. Thereupon the board shall authorize the city or town clerk, upon the payment by the applicant of a fee equal to the taxes assessable in said city or town under the last preceding tax levy therein upon an amount of property of the same valuation, to issue to him a license authorizing the sale of such goods, wares and merchandise within the city or town. They may, however, authorize the issue of such license without the filing of said statement as aforesaid, upon the payment of a license fee fixed by them. Upon payment of such fee, said city or town clerk shall thereupon issue such license, which shall remain in force so long as the licensee shall continuously keep and expose for sale in such city or town such stock of goods, wares or merchandise, but not later than the first day of April following its date. Upon such payment and proof of the payment of all other license fees, if any, chargeable upon local sales, such city or town clerk shall record the state license of such vendor in full, shall endorse thereon "local license fees paid" and shall affix thereto his official signature and the date of such endorsement.* [R. L., c. 65, §§ 5 and 6, as am. by Gen. Acts, 1918, c. 257, § 258.]

**984C. Licenses upon expiration to be surrendered, etc.**<sup>1</sup> — Upon the expiration and return, or surrender *before expiration*, of each state license, the *commissioner of standards* shall cancel the same, endorse the date of return or surrender thereon, and place the same on file. *If a license is lost he may accept in lieu of the return or surrender thereof an affidavit to that effect, which shall be endorsed and filed like a cancelled license. He shall hold the special deposit of the licensee for sixty days after the return or surrender of the license or the filing of such affidavit and, after satisfying all claims made upon the same under the provisions of the following section and acts in amendment thereof and in addition thereto, shall return the surplus, if any, to said licensee; or if said licensee has given a bond in lieu of said deposit, the commissioner shall, after said sixty days and after all claims made under the following section and acts in amendment thereof and in addition thereto have been satisfied or settled, cancel said bond and notify said licensee and the surety or sureties on said bond.* [R. L., c. 65, § 11, as last am. by Gen. Acts, 1917, c. 237, § 3, and by Gen. Acts, 1918, c. 257, § 259.]

**984D. Special hawkers' and pedlers' licenses for disabled veterans of the Great War.** — The commissioner of standards may grant without fee, upon proof of identity a special state or county license to act as hawker or pedler, subject otherwise to the provisions of R. L., c. 65, and amendments thereof, to any soldier or sailor resident in this commonwealth who served in the army or navy of the United States during the present war and received an honorable discharge or release therefrom, and is wholly or partly disabled by reason of wounds or injury received or disease contracted during such service. [Gen. Acts, 1919, c. 22, § 1.]

**985. Sale of certain articles prohibited.** — The sale by hawkers or pedlers of jewelry, furs, wines, spirituous liquors and playing cards is prohibited. [R. L., c. 65, § 14, as am. by Gen. Acts, 1916, c. 242, § 2.]

**986. Certain articles may be sold by hawkers and pedlers without a license.**<sup>1</sup> — Hawkers and pedlers may sell without a license books, newspapers, pamphlets, fuel, provisions, yeast, ice, live animals, brooms, agricultural implements, hand tools

<sup>1</sup> In effect February 1, 1920. See Gen. Acts, 1919, c. 5.

used in making boots and shoes, gas or electric fixtures and appliances, flowering plants, all flowers, fruits, nuts and berries *that are uncultivated, fish obtained by their own labor or that of their families*, and also fruit, agricultural and other products raised or *produced by them or their families*; provided, that such sales are not made in violation of any city or town ordinance or by-law. . . . [R. L., c. 65, § 15, as last am. by Gen. Acts, 1916, c. 48, by Gen. Acts, 1916, c. 242, § 3, and by Gen. Acts, 1918, c. 257, § 261.]

**987. Cities and towns may license hawkers and pedlers.**<sup>1</sup> — . . . Cities and towns may by ordinance or by-law, not inconsistent with the provisions of this chapter, regulate the sale or barter, and the carrying for sale or barter or exposing therefor, by hawkers and pedlers, of said articles without the payment of any fee; may *in like manner* require hawkers and pedlers of fish, fruit and vegetables to be licensed, provided, that the license fee does not exceed that prescribed by section nineteen of this chapter, *and acts in amendment thereof and in addition thereto*, for a license embracing the same territorial limits; and also may in like manner affix penalties for the violation of such regulations, ordinances and by-laws. A hawker and pedler of fish, fruit and vegetables, *licensed under this section, need not be licensed under said section nineteen, and amendments.* [R. L., c. 65, § 15, as last am. by Gen. Acts, 1916, c. 48, by Gen. Acts, 1916, c. 242, § 3, and by Gen. Acts, 1918, c. 257, § 261.]

**987A. Keepers of junk shops may be licensed; law amended.**<sup>2</sup> — Cities and towns *by ordinance or by by-law* may provide for the licensing by the mayor and aldermen of cities, except Boston, and in Boston by the police commissioner, and in towns by the board of selectmen, of suitable persons to be collectors of, dealers in, or keepers of shops for the purpose, sale, or barter of junk, old metals or second-hand articles, *may make rules and regulations relative to their business and may provide for the supervision thereof.* Said licensing board or officer *may except as otherwise provided in such ordinance or by-law, make additional rules, regulations and restrictions.* Said licenses may be revoked at pleasure and shall be subject to the provisions of §§ 186-189, inclusive, of this chapter. *Nothing herein contained shall alter or repeal any existing ordinances, by-laws, rules, or regulations heretofore adopted in any city or town.* [R. L., c. 102, § 29, as last am. by Acts, 1910, c. 554, § 1, by Gen. Acts, 1917, c. 130, and by Gen. Acts, 1918, c. 291, § 18.]

**988. Hawkers and pedlers must be licensed.**<sup>1</sup> — Articles other than those *the sale of which is licensed, or permitted without a license, under the* [two preceding paragraphs], and not prohibited by [R. L., c. 65, § 14], shall not be sold by hawkers or pedlers unless duly licensed as hereinafter provided. [R. L., c. 65, § 16, as last am. by Gen. Acts, 1918, c. 257, § 262.]

**989. Special licenses may be granted.**<sup>1</sup> — *The commissioner of standards* may grant a license to go about *carrying for sale or barter, exposing therefor and selling or bartering* any goods, wares or merchandise, the sale of which is not prohibited by [R. L., c. 65, § 14], to any person who files in his office a certificate signed by the mayor of a city or by a majority of the selectmen of a town, stating that to the best of his or their knowledge and belief the applicant therein named is of good repute as to morals and integrity, and is, or has declared his intention to become, a citizen of the United States. The mayor or selectmen, before granting such certificate, shall require the applicant to make oath that he is the person named therein, and that he is, or has

<sup>1</sup> In effect February 1, 1920. See Gen. Acts, 1919, c. 5.

<sup>2</sup> For further definition of the term "junk dealer," and penalties for violation of the license law, see Gen. Acts 1918, c. 291, §§ 19 and 20.



declared his intention to become, a citizen of the United States. The oath shall be certified by a justice of the peace *or other officer duly qualified to administer oaths* and shall accompany the certificate. The commissioner shall cause to be inserted in every such license the amount of the license fee and the name of the city or town for which it is issued. . . . [R. L., c. 65, § 19, *as last am. by Gen. Acts, 1915, c. 253, § 1, by Gen. Acts, 1916, c. 242, § 6, and by Gen. Acts, 1918, c. 257, § 265.*]

**990. Fees for licenses.**<sup>1</sup> — . . . The licensee may *go about carrying for sale or barter*, exposing therefor and selling or bartering in any city and town mentioned in his license *any fish, fruits, vegetables or other goods, wares or merchandise*, not prohibited in [R. L., c. 65, § 14], upon payment to the commissioner of the following fees: for each town containing not more than one thousand inhabitants, according to the then latest census, state or national, four dollars; for each town containing more than one thousand and not more than two thousand inhabitants, seven dollars; for each town containing more than two thousand and not more than three thousand inhabitants, nine dollars; for each town containing more than three thousand and not more than four thousand inhabitants, eleven dollars; and for each city and for all other towns, eleven dollars, and one dollar for every one thousand inhabitants thereof over four thousand; but the fee shall in no case exceed twenty-six dollars, and the amount paid shall be certified on the face of the license. The commissioner shall retain one dollar for every city and town named in each of the above described licenses, and shall pay over to the respective cities and towns at least semi-annually the balance of said fees so received. The commissioner may grant, as aforesaid, special state licenses upon payment by the applicant of fifty dollars for each license; and the licensee may *go about carrying for sale or barter, exposing therefor and selling or bartering* in any city or town in the commonwealth *any fish, fruits, vegetables, or other goods, wares or merchandise*, the sale of which is not prohibited by statute. [R. L., c. 65, § 19, *as last am. by Gen. Acts, 1915, c. 253, § 1, by Gen. Acts, 1916, c. 242, § 6, and by Gen. Acts, 1918, c. 257, § 265.*]

**990A. Applicants to file bonds.** — Every itinerant vendor, whether principal or agent, shall, before commencing business in this commonwealth, make application in writing, under oath, to the commissioner of weights and measures<sup>2</sup> for a license, stating the names and residences of the owners or parties in whose interest said business is conducted, shall make a special deposit of \$500 with the commissioner *or shall give a bond in the sum of five hundred dollars, payable to the commissioner and his successors, with sureties approved by the commissioner, conditioned upon* (1) *compliance with the provisions of this chapter*, (2) *payment of all fines or penalties incurred by him through violations of the provisions of this chapter*, and (3) *payment or satisfaction of any judgment obtained against him in behalf of any creditor whose claim arises in connection with the business done under the licensee's state license and who, before the expiration of sixty days from the date of the expiration or return and cancellation of the said state license, shall have given due notice of his claim to the commissioner*; and pay to him a state license fee of twenty-five dollars. The commissioner shall thereupon issue to him an itinerant vendor's license authorizing him to do business in this commonwealth for the term of one year from the date thereof. Every license shall contain a copy of the application therefor, shall not be transferable, shall not authorize more than one person to sell goods as an itinerant vendor, either by agent or clerk or in

<sup>1</sup> In effect February 1, 1920. See Gen. Acts, 1919, c. 5.

<sup>2</sup> Name changed to Commissioner of Standards. See Gen. Acts, 1918, c. 218, § 1.

any other way than in his own proper person, shall expire in one year from the date thereof and may be earlier surrendered for cancellation. A licensee may have the assistance of one or more persons in conducting his business who may aid him but not act for or without him. [R. L., c. 65, § 3, as last am. by Gen. Acts, 1917, c. 237, § 2.]

**991. Special county licenses.**<sup>2</sup> — *The commissioner of standards* may also grant as aforesaid special county licenses for each county mentioned therein; and the licensee may go about carrying for sale or barter, exposing therefor and selling or bartering within such county any goods, wares or merchandise manufactured by himself or by his employer and not prohibited in [R. L., c. 65, § 14], upon paying to the commissioner the amounts following: for Suffolk, Essex, Middlesex and Worcester, each, five dollars; for Norfolk, Plymouth, Bristol, Berkshire and Hampden, each, four dollars; for Franklin, Hampshire and Barnstable, each, three dollars; and for Dukes County and Nantucket, each, two dollars. The license shall describe the manufactured article or articles to be sold or bartered under it and shall not authorize the sale or barter of any other article by the licensee. The commissioner shall retain one dollar for every county named in each of the above described licenses, and shall pay over to the treasurers of the respective counties at least semi-annually the balance of said fees so received. [R. L., c. 65, § 20, as am. by Gen. Acts, 1915, c. 253, § 2, by Gen. Acts, 1916, c. 242, § 7, and by Gen. Acts, 1918, c. 257, § 266.]

**992. Transfer of license.** — A license granted under the provisions of section 19 [see paragraph 990] may be transferred by the *commissioner of weights and measures*<sup>3</sup> upon application therefor and upon evidence furnished by the applicant like that required for granting a license. The transferee shall thereafter be liable in all respects as if he were the original licensee, and no person shall thereafter sell under such license except the person named in such transfer. [R. L., c. 65, § 22, as am. by Gen. Acts, 1915, c. 253, § 3.]

**994. Records of licenses.**<sup>2</sup> — *The commissioner of standards* shall keep a record of all licenses granted by him, with the number of each, the name and residence of the licensee, and the counties, cities and towns, if any, mentioned therein, and of all transfers of licenses; and all such records shall be open to public inspection. This chapter or a synopsis thereof shall be printed on every license. All licenses granted under the provisions of this chapter *relative to hawkers and pedlers* shall bear date of the day on which they are issued, and shall continue in force for one year from that date. [R. L., c. 65, § 23, as am. by Gen. Acts, 1915, c. 253, § 4, by Gen. Acts, 1916, c. 242, § 8, and by Gen. Acts, 1918, c. 257, § 267.]

**995. Fees.** — All of the aforesaid fees paid to the *commissioner* shall be for the use of the commonwealth; and all such fees paid to the treasurer of a county, city or town shall be for the use of the county, city or town. *Any license granted by the commissioner of weights and measures under the provisions of this chapter, or of any act in amendment thereof or in addition thereto, may be revoked by the commissioner upon conviction of the licensee of any crime which, in the judgment of the commissioner, warrants such revocation. Whenever any person is convicted of a violation of any provision of this chapter or a licensee is convicted of any crime, the commissioner shall be notified by the clerk or trial justice of the court in which the conviction occurred.* [R. L., c. 65, § 24, as last am. by Gen. Acts, 1915, c. 253, § 5, and by Gen. Acts, 1916, c. 242, § 9.]

<sup>1</sup> Other sections of the amending act, not so relevant to the issuance of licenses, have been omitted.

<sup>2</sup> In effect February 1, 1920. See Gen. Acts, 1919, c. 5.

<sup>3</sup> Name changed to Commissioner of Standards. See Gen. Acts, 1918, c. 218, § 1.

**996. Licensee to carry his license, endorsed; and to be provided with badges, etc.** — Every person licensed to peddle as aforesaid shall endorse his usual signature upon his license. The licensee shall produce his license for inspection when the same is demanded of him by a mayor, alderman, selectman, commissioner or inspector or sealer of weights and measures, city or town treasurer or clerk, constable, police officer or justice of the peace, and if he fails or refuses so to do shall be subject to the same penalty as if he had no license. The commissioner of weights and measures<sup>1</sup> shall, at the expense of the licensee, provide a badge for each foot pedler and plates or tags for each pack, parcel, wagon, or other vehicle used in peddling. Such badges, plates or tags shall bear the number of the license, the word "pedler", and such other information as the commissioner may deem necessary. Each foot pedler shall wear his badge in a conspicuous place, and each wagon or other vehicle shall bear the name of the licensee plainly inscribed or painted on the body of the vehicle, and shall also have attached to the front or side of the body of the vehicle, in a place where it may readily and plainly be seen, the plate or tag provided by the commissioner with the license number attached thereto. [R. L., c. 65, § 25, as am. by Gen. Acts, 1915, c. 253, § 6, and by Gen. Acts, 1916, c. 242, § 10.]

**997. License not to defeat a prosecution.** — No license to go about offering for sale, bartering or selling as aforesaid shall defeat or bar a prosecution against the person licensed, if it is proved that he exposed for sale any articles, except such as are permitted by § 15 [see paragraph 986], in a county, city or town in which he was not licensed to sell. [R. L., c. 65, § 26, as am. by Gen. Acts, 1916, c. 242, § 11.]

**998. Counterfeiting of license.**<sup>2</sup> — Whoever counterfeits or forges a license, or has a counterfeited or forged license in his possession with intent to utter or use the same as true, knowing it to be false or counterfeit, and whoever attempts to sell under a license which has expired or has been revoked or cancelled, or which has not been issued or transferred to him, or has in his possession another's license with intent to use the same, shall be punished by a fine not exceeding \$1,000. [R. L., c. 65, § 27, as am. by Gen. Acts, 1916, c. 242, § 12, and by Gen. Acts, 1918, c. 257, § 268.]

**1000. Violation of pedler's law.** — The commissioner and inspectors of weights and measures of the commonwealth and, within their respective cities and towns, sealers or deputy sealers of weights and measures, constables and police officers shall arrest and prosecute every hawker and pedler, and itinerant vendor, whom they may have reason to believe guilty of violating the provisions of this chapter relating to hawkers and pedlers and itinerant vendors. [R. L., c. 65, § 29, as am. by Gen. Acts, 1915, c. 253, § 7, and by Gen. Acts, 1916, c. 120, § 6.]

**1000A. Transfer of documents, files, etc.** — All documents, papers and files now in the hands of the secretary of the commonwealth pertaining to the granting of licenses to hawkers and pedlers shall be delivered to the commissioner of weights and measures.<sup>1</sup> [Gen. Acts, 1915, c. 253, § 8.]

#### ENGINEERS AND FIREMEN.

**1001. Operators of steam boilers and engines to be licensed.** — Repealed by Gen. Acts, 1915, c. 259, § 13. Re-enacted in new form as follows: — No person shall have charge of or operate a steam boiler or engine in this commonwealth, except boilers and engines upon locomotives, motor road vehicles, boilers and engines in

<sup>1</sup> Name changed to Commissioner of Standards. See Gen. Acts, 1918, c. 218, § 1.

<sup>2</sup> In effect, as amended, February 1, 1920. See Gen. Acts, 1919, c. 5.

private residences, boilers in apartment houses of less than five apartments, boilers and engines under the jurisdiction of the United States, boilers and engines used for agricultural purposes exclusively, boilers and engines of less than nine horse power, and boilers used for heating purposes exclusively which are provided with a device approved by the chief of the district police limiting the pressure carried to fifteen pounds to the square inch, unless he holds a license as hereinafter provided. The owner or user of a steam boiler or engine, other than boilers or engines above excepted, shall not operate or cause to be operated a steam boiler or engine for a period of more than one week, unless the person in charge of and operating it is duly licensed: *provided, however, that in manufacturing plants an unlicensed person may operate, under a licensed person on duty, a simple non-condensing engine of not more than one hundred and fifty horse power.* [Gen. Acts, 1915, c. 259, § 1.]

**1002. Prima facie evidence.** — Repealed by Gen. Acts, 1915, c. 259, § 13. Re-enacted in the same form as follows: — If such steam engine or boiler is found to be in charge of, or operated by, a person who is not a duly licensed engineer or fireman and, after a lapse of one week from such time, it is again found to be operated by a person who is not duly licensed, it shall be deemed prima facie evidence of a violation of the provisions of the preceding section. [Gen. Acts, 1915, c. 259, § 2.]

**1003. Definition of certain words and phrases.** — Repealed by Gen. Acts, 1915, c. 259, § 13. Re-enacted in new form as follows: — The words “have charge” or “in charge”, *in this act*, shall designate the person under whose supervision a boiler or engine is operated. The words “operate”, “operated” or “operating”, in the two preceding sections, shall designate the person who *manipulates* any appurtenances of a boiler or engine: *provided, however*, that to work with a licensed person there may be employed not more than one unlicensed person who, in the presence of and under the personal direction of the licensed person, may operate the appurtenances of a boiler or engine. [Gen. Acts, 1915, c. 259, § 3.]

**1004. Application for examination as engineer or fireman.** — Repealed by Gen. Acts, 1915, c. 259, § 13. Re-enacted in new form as follows: — Whoever desires to act as engineer or fireman shall apply for a license therefor to the state inspector of boilers for the city or town in which he resides or is employed, upon blanks to be furnished by the boiler inspection department of the district police. The application shall be accompanied by a fee of \$1, and shall show the total experience of the applicant. *The examinations shall be uniform throughout the commonwealth.* . . . [Gen. Acts, 1915, c. 259, § 4.]

**1005. Applicant to make oath to statements in his application.** — Repealed by Gen. Acts, 1915, c. 259, § 13. Re-enacted in the same form as follows: — The applicant shall make oath to the statements contained in his application, and the members of the boiler inspection department of the district police are hereby authorized to administer the oath. Wilful falsification in the matter of a statement contained in an application shall be deemed a sufficient cause for the revocation of the license at any time. . . . [Gen. Acts, 1915, c. 259, § 5.]

**1006. To be given a practical examination.** — Repealed by Gen. Acts, 1915, c. 259, § 13. Re-enacted in the same form as follows: — . . . The applicant shall be given a practical examination, and, if found competent and trustworthy, he shall receive a license graded according to the merits of his examination. . . . [Gen. Acts, 1915, c. 259, § 5.]

**1007. Classes of licenses.** — Repealed by Gen. Acts, 1915, c. 259, § 13. Re-

enacted in new form as follows: — Licenses shall be granted according to the competence of the applicant and shall be distributed in the following classes: —

[a] Engineer's licenses: First class, to have charge of and operate any steam plant. Second class, to have charge of and operate a boiler or boilers, and to have charge of and operate engines, no one of which shall exceed 150 horse power, or to operate a first class plant under the engineer in direct charge of the plant. Third class, to have charge of and operate a boiler or boilers not exceeding in the aggregate 150 horse power, and an engine, *or engines*, not exceeding 50 horse power *each*, or to operate a second class plant under the engineer in direct charge of the plant. Fourth class, to have charge of and operate hoisting and portable engines and boilers. Portable class, to have charge of or to operate portable boilers and portable engines, except hoisting engines or steam fire engines. Steam fire engineer's class, to have charge of or to operate steam fire engines and boilers.

[b] Firemen's licenses: — Extra first class, to have charge of and operate any boiler or boilers. First class, to have charge of and operate any boiler or boilers where the safety valve or valves are set to blow at a pressure not exceeding 25 pounds to the square inch, or to operate high pressure boilers under the engineer or fireman in direct charge thereof. Second class, to operate any boiler or boilers under the engineer or fireman in direct charge thereof. A person holding an extra first class or first class fireman's license may operate a third class plant under the engineer in direct charge of the plant.

[c] Special licenses: — A person who desires to have charge of or to operate a particular steam plant, may if he files with his application for such examination a written request signed by the owner or user of the plant, be examined as to his competence for such service and no other, and, if found competent and trustworthy, he shall be granted a license for such service and no other: *provided, however*, that no special license shall be granted to give any person charge of or permission to operate an engine of over 150 horse power, *except that where the main power plant is run by water power exclusively during the major part of the time, and has auxiliary steam power for use during periods of low water, a special license may be issued to an applicant holding an engineer's license.* [Gen. Acts, 1915, c. 259, § 7.]

**1007A. Horse power of boilers.** — The horse power of a boiler shall be ascertained upon a basis of three horse power for each square foot of grate surface or equivalent, when the safety valve is set to blow at a pressure exceeding twenty-five pounds per square inch, and on a basis of one and one half horse power for each square foot of grate surface or equivalent, when the safety valve is set to blow at twenty-five pounds pressure per square inch or less.

The horse power of a reciprocating steam engine shall be ascertained upon the basis of a mean effective pressure of forty pounds per square inch of piston for a simple engine, fifty pounds for a condensing engine, and seventy pounds for a compound engine, calculated upon the area of the high pressure piston. A variable speed engine shall be rated at its designed mean speed.

A steam turbine engine shall be rated at less than nine horse power when the external diameter of the steam supply pipe does not exceed one and three fourths inches. A steam turbine engine shall be rated at fifty horse power when the external diameter of the steam supply pipe exceeds one and three fourths inches, and does not exceed three and one half inches. A steam turbine engine shall be rated at one hundred and fifty horse power when the external diameter of the steam supply pipe exceeds

three and one half inches, and does not exceed five inches. [*Gen. Acts, 1915, c. 259, § 8.*]

**1008. Qualifications necessary for examination in the different classes.** — Repealed by Gen. Acts, 1915, c. 259, § 13. Re-enacted in new form as follows: —  
[a] *First class engineer.* — . . . To be eligible for examination for a first class engineer's license, a person must have been employed for not less than three years as a steam engineer in charge of a steam plant or plants having at least one engine of over one hundred and fifty horse power, or he must have held and used a second class engineer's license in a second class or first class plant or plants for not less than one and one half years.

[b] *Second class engineer.* — . . . To be eligible for examination for a second class engineer's license, a person must have been employed as a steam engineer in charge of a steam plant or plants having at least one engine of over fifty horse power for not less than two years, or he must have held and used a third class engineer's license either as an engineer, assistant engineer or fireman for not less than one year, or have held and used a special license to operate a first class plant for not less than two years; except that any person who has served three years as apprentice to the machinist or boiler-making trade in stationary, marine or locomotive engine or boiler works and who has been employed for one year in connection with the operation of a steam plant, or any person graduated as a mechanical engineer from a duly recognized school of technology who has been employed for one year in connection with the operation of a steam plant, shall be eligible for examination for a second class engineer's license. . . .

[c] *Third class engineer.* — . . . To be eligible for examination for a third class engineer's license, a person must have been employed as a steam engineer, or fireman in charge of or operating boilers, for not less than one and one half years, or he must have held and used a first class fireman's license for not less than one year. . . .

[d] *First class fireman.* — . . . To be eligible for examination for a first class fireman's license, a person must have been employed as a steam engineer or fireman in charge of or operating boilers for not less than one year, or he must have held and used a second class fireman's license for not less than six months. . . . [*Gen. Acts, 1915, c. 259, § 4.*]

**1009. Board of examiners.** — Repealed by Gen. Acts, 1915, c. 259, § 13. Re-enacted in the same form as follows: — . . . An applicant for a first class or second class engineer's license or for a special license shall be examined by a board of three examiners, one of whom may be the chief inspector, and, if the applicant is employed, one member of said board shall be the state inspector of boilers for the city or town in which the applicant is employed, and the decision of said board shall be final. . . . [*Gen. Acts, 1915, c. 259, § 5.*]

**1010. Applicant may have one person present during examination.** — Repealed by Gen. Acts, 1915, c. 259, § 13. Re-enacted in the same form as follows: — . . . The applicant shall have the privilege of having one person present during his examination, who shall take no part in the same but who may take notes if he so desires. A period of ninety days shall elapse between examinations, except in the case of an appeal as hereinafter provided. [*Gen. Acts, 1915, c. 259, § 5.*]

**1011. Licenses to terminate, when.** — Repealed by Gen. Acts, 1915, c. 259, § 13. Re-enacted in the same form as follows: — A license shall continue in force until it is suspended or revoked for the incompetence or untrustworthiness of the licensee, except that a special license shall not continue in force after the holder

thereof ceases to be employed in the plant specified in the license. . . . [*Gen. Acts, 1915, c. 259, § 6.*]

**1012. When license is suspended or revoked.** — Repealed by Gen. Acts, 1915, c. 259, § 13. Re-enacted in the same form as follows: — . . . A person whose license is suspended or revoked shall surrender his license to a member of the boiler inspection department. If a new license of a different grade is issued, the old license shall be destroyed by the examiner. If a license is lost, or is destroyed by fire or other means, a new license shall be issued in its place, without re-examination of the licensee, upon satisfactory proof to an examiner of such loss or destruction. [*Gen. Acts, 1915, c. 259, § 6.*]

**1013. Licenses shall be conspicuously displayed in engine or boiler rooms.** — Repealed by Gen. Acts, 1915, c. 259, § 13. Re-enacted in new form as follows: — An engineer's or fireman's license, granted under the provisions of the seven preceding sections<sup>1</sup> or the corresponding provisions of earlier laws, shall be placed so as to be easily read in a conspicuous place in the engine room or boiler room of the plant operated by the licensee. . . . [*Gen. Acts, 1915, c. 259, § 10.*]

**1014. Applicants may appeal from action of examiners.** — Repealed by Gen. Acts, 1915, c. 259, § 13. Re-enacted in the same form as follows: — A person who is aggrieved by the action of an examiner in refusing, suspending or revoking a license, may appeal therefrom to the chief inspector of the boiler inspection department, who shall appoint three members of the boiler inspection department to act together as a board of appeal, one of whom may be the chief inspector. If an appeal is taken, it must be within one week after the decision of the examiner. The appellant shall have the privilege of having one person present during the hearing of his appeal, who shall take no part in the same but who may take notes if he so desires. The decision of the majority of the said examiners, acting as a board of appeal, shall be final. [*Gen. Acts, 1915, c. 259, § 9.*]

**1015. Licenses in effect, when.** — This act shall take effect *upon its passage*, and a license *then* in force shall continue in force until it is suspended or revoked for the incompetence or untrustworthiness of the licensee, except that a special license shall not continue in force after the holder thereof ceases to be employed on the plant specified in the license. A license in force *upon the passage of this act* may be exchanged for a license of the same class under this act at any time thereafter, on application to the boiler inspection department of the district police, upon forms to be furnished by said department. The applicant shall make oath to the statements contained in the said application, and the members of the boiler inspection department of the district police are hereby authorized to administer the oath. [*Gen. Acts, 1915, c. 259, § 12.*]

**1016. Boiler inspection department to enforce act.** — Repealed by Gen. Acts, 1915, c. 259, § 13. Re-enacted in new form as follows: — The boiler inspection department of the district police shall act as examiners and enforce the provisions of *this act*, and whoever violates any provision *hereof* shall be punished by a fine of not less than ten nor more than \$300, or by imprisonment for not more than three months. A trial justice shall have jurisdiction of complaints for violations of *this act*, and in such cases may impose a fine of not more than \$50. All members of the boiler inspection department of the district police shall have authority, in the pursuance of their duty, to enter any premises on which a boiler or engine is situated, and any person

<sup>1</sup> Refers to §§ 3 to 9. (See paragraphs 1003-1007, 1007A, 1008-1012 and 1014.)

who hinders or prevents or attempts to prevent any state boiler inspector from so entering shall be liable to the penalty specified in this section. [*Gen. Acts, 1915, c. 259, § 11.*]

#### HOISTING MACHINE OPERATORS (OTHER THAN STEAM).

**1017. Operators of certain hoisting machinery must be licensed.** — No person shall operate derricks, cableways, machinery used for discharging cargoes, temporary elevator cars used on excavation work or used for hoisting building material, when the motive power to operate such machinery is mechanical and other than steam, unless he holds a license as hereinafter provided [see Acts, 1911, c. 656, § 3]. The owner or user of hoisting machinery specified in this section shall not operate, or cause to be operated, such machinery for a period of more than one week, unless the person operating it is duly licensed. *An applicant for a license under the provisions of this section shall be examined only as to his ability to use the particular machinery or contrivance, whether it be a gasoline engine or electric engine or otherwise, which he desires to operate, and the license granted to him shall be limited to the particular kind of machinery in the use of which he has been examined; but, if he so requests, the applicant may be examined as to his proficiency in the various kinds of machinery or apparatus used for hoisting, and the license granted to him shall include those kinds of machinery or apparatus in respect to which he is found to be competent.* [Acts, 1911, c. 656, § 1, as am. by Gen. Acts, 1915, c. 211.]

#### PLUMBERS.

**1023A. Preference to soldiers and sailors as to examinations for licenses.** — The state examiners of plumbers are hereby directed to grant a credit of five per cent to the examination standing of each applicant who has served in the army or navy of the United States in time of war and has been honorably discharged or released from active duty. This act shall apply to all applicants for examination by them who have taken the examination subsequently to the first day of January in the year nineteen hundred and nineteen and before the date on which this act takes effect, and to all applicants whose applications are hereafter filed within one year of their discharge or release as aforesaid. [*Gen. Acts, 1919, c. 317, § 1.*]

#### MOTION PICTURE MACHINE OPERATORS.

**1063A. Application of Acts, 1914, c. 791.** — The provisions of Acts, 1914, c. 791, shall not apply to any cinematograph or similar apparatus operated with only cellulose acetate films not more than one inch and one fourth in width and using only an enclosed incandescent lamp. [*Gen. Acts, 1915, c. 169.*]

#### CHAUFFEURS.<sup>1</sup>

**1065. Licensing of chauffeurs.<sup>2</sup>** — No person shall operate a motor vehicle upon any way in this commonwealth unless licensed under the provisions of this act, except as is otherwise herein provided; but the provisions of this section shall not prevent

<sup>1</sup> For complete legislation, rules, and regulations governing the licensing of chauffeurs and the operation of motor vehicles, see manuals issued by the Massachusetts Highway Commission.

<sup>2</sup> A chauffeur licensed in a state other than Massachusetts may, under conditions prescribed, operate in this state a motor vehicle owned by a non-resident.



the operation of motor vehicles by unlicensed persons if riding with or accompanied by a licensed chauffeur or operator, excepting only persons who have been licensed and whose licenses are not in force because of revocation or suspension, *persons whose right to operate has been suspended by the commission*, and persons less than sixteen years of age; but such licensed chauffeur or operator shall be liable for the violation of any provision of this act or of any regulation made in accordance herewith committed by such unlicensed operator: *provided, however*, that the examiners of chauffeurs and operators, in the employ of the commission, when engaged in their official duty, shall not be liable for the acts of any person who is being examined. . . . [Acts, 1909, c. 534, § 10, as last am. by Acts, 1914, c. 204, § 3, and by Gen. Acts, 1915, c. 16, § 4.]

**1066. Motor vehicles not to be operated except by licensed person.** — No person shall employ for hire as a chauffeur any person not specially licensed as aforesaid. No person shall allow a motor vehicle owned by him or under his control to be operated by any person who has no legal right to do so, or in violation of the provisions of this act. [Acts, 1909, c. 534, § 12, as am. by Acts, 1911, c. 37, and by Gen. Acts, 1915, c. 16, § 5.]

**1067. Examination for chauffeur's license.** — Application to operate *motor vehicles* may be made, by mail or otherwise, to the commission or its duly authorized agent upon blanks prepared under its authority. The fees provided in [Acts, 1909, c. 534,] § 29 shall be deposited with the application. Before such a license is granted the applicant shall pass such examination as to his qualifications as the commission shall require, and no license shall be issued until the commission or its authorized agent is satisfied that the applicant is a proper person to receive it. No operator's license shall be issued to any person under sixteen years of age. To each person shall be assigned some distinguishing number or mark, and the licenses issued shall be in such form as the commission shall determine; they may contain special restrictions and limitations concerning the type of motor power, horse power, design and other features of the *motor vehicles* which the licensee may operate; they shall contain the distinguishing number or mark assigned to the licensee, his name, place of residence and address, and a brief description of the licensee for the purposes of identification; and such other information as the commission shall deem necessary. A person to whom a license to operate *motor vehicles* has been issued, unless such license contains a special limitation or restriction, may operate any registered motor vehicle. Special licenses shall be issued to chauffeurs, but no such license shall be issued to any person less than eighteen years of age. Every person licensed to operate *motor vehicles* as aforesaid shall endorse his usual signature on the margin of the license, in the space provided for the purpose, immediately upon the receipt of said license, and such license shall not be valid until so endorsed. . . . [Acts, 1909, c. 534, § 8, as am. by Acts, 1910, c. 605, § 3, and by Gen. Acts, 1915, c. 10, § 1.]

**1069. Fees.** — The commission or its authorized agents shall collect fees as follows:

For every original operator's or chauffeur's license to operate automobiles, two dollars.

For every renewal of any operator's or chauffeur's license to operate automobiles, one dollar.

For every examination given to an applicant for a license or for the renewal of a license to operate motor vehicles, two dollars.

For every additional copy of a certificate of registration or license, fifty cents.

[*Acts, 1909, c. 534, § 29, as am. by Acts, 1914, c. 695, and by Gen. Acts, 1916, c. 140.*]

**1070. Certain words defined.** — Terms used in this chapter shall be construed as follows, unless a different meaning is clearly apparent from the language or context or unless such construction is inconsistent with the manifest intention of the legislature: —

“Automobile” shall include all motor vehicles except motor cycles.

“Chauffeur” shall mean any person who operates a motor vehicle and who directly or indirectly receives pay or any compensation whatsoever for any work or services in connection *therewith*, except only manufacturers, agents, proprietors of garages and dealers, who do not operate for hire. An employee of a manufacturer or a dealer whose principal occupation is that of a salesman may at the discretion of the commission be exempted from this definition and be designated as an operator.

“Commission” shall mean the Massachusetts highway commission.

“Motor vehicle” shall include automobiles, motor cycles and all other vehicles propelled by power other than muscular power, except railroad and railway cars and motor vehicles running only upon rails or tracks, . . . and . . . road rollers. . . . [See paragraph 1070A.]

[*Acts, 1909, c. 534, § 1, as am. by Gen. Acts, 1915, c. 16, § 1.*]

**1070A. Licensing of operators of motor vehicles used for municipal purposes.** — Whoever operates a motor ambulance, and whoever operates a street sprinkler, fire engine or other fire apparatus, police patrol wagon or any other vehicle which is used by the police, park or other department of any city or town solely for the official business of the city or town, and which is propelled by power other than muscular power shall be subject to all of the provisions of Acts, 1909, c. 534, and acts in amendment thereof, relating to chauffeurs and operators of motor vehicles. [*Gen. Acts, 1915, c. 11.*]

**1070B. Licensing by cities and towns of motor vehicles carrying passengers for hire authorized.** — (*a*) *Cities and towns given such authority; bond to be filed.* — Cities and towns shall have authority to license and regulate the transportation of passengers for hire as a business between fixed and regular termini by means of any motor vehicle, except the trackless trolley vehicle, so-called, not running on tracks or rails, and may impose reasonable license fees, make regulations for the operation of such vehicles within their own limits, and impose suitable penalties for the violation of such regulations: *provided, however*, that no such motor vehicle shall be operated as aforesaid until the licensee of the vehicle, in addition to complying with all regulations of the city or town in which the vehicle is to be operated, shall have deposited with the treasurer of any city or town in which a license has been taken out, security by bond or otherwise, approved by the city or town treasurer, in such sum as the city or town may reasonably require, conditioned to pay any final judgment obtained against the principal named in the bond for any injury to person or property, or damage for causing the death of any person, by reason of any negligent or unlawful act on the part of the principal named in said bond, his or its agents, employees or drivers, in the use or operation of any such vehicle. Any person so injured

or damaged may sue on the bond in the name of the city or town treasurer, and damages so recovered shall go to the person injured or damaged. [*Gen. Acts, 1916, c. 293, § 1.*]

(b) *Not more than one bond necessary.* — Nothing in this act shall be construed as requiring the licensee to file more than one bond, which shall be filed in any city or town in which a license has been taken out. [*Gen. Acts, 1916, c. 293, § 2.*]

(c) *To take effect only upon acceptance.* — This act shall take full effect in cities upon its acceptance by the city council, and in towns upon its acceptance by the voters of the town at any duly called town meeting. For the purpose of submitting this act to cities and to towns, it shall take effect upon its passage. [*Gen. Acts, 1916, c. 293, § 3.*]

#### ELECTRICIANS.

**1085A. Electricians to be licensed, when.** — Except as hereinafter provided, no person, firm or corporation shall, after Sept. 1, 1915, enter into, engage in, or work at the business of installing wires, conduits, apparatus, fixtures or other appliances for carrying or using electricity for light, heat or power purposes in this commonwealth, either as a master or employing electrician or as a journeyman electrician, unless such person, firm, or corporation shall have received a license or certificate therefor, issued by the board provided for in section two of this act and in accordance with the provisions hereinafter set forth.

The words "master or employing electrician" as used in this act shall mean a corporation, firm or person, having a regular place of business, who, by the employment of journeymen, performs the work of installing wires, conduits, apparatus, fixtures and other appliances for carrying or using electricity for light, heat or power purposes.

The word "journeyman" as used in this act shall mean a person who does any work of installing wires, conduits, apparatus, fixtures and other appliances for hire. [*Gen. Acts, 1915, c. 296, § 1.*]

**1085B. Appointment of examiners, examinations, etc.** — On and after July 1, 1915, the chairman of the civil service commission, the fire prevention commissioner for the metropolitan district and the commissioner of education shall constitute the state examiners of electricians. They shall employ as clerk a practical electrician, who is a wage earner, and a citizen of the commonwealth, who has had at least ten years' experience in the installation of wires and appliances for carrying electricity for light, heat or power purposes. He shall receive such salary as shall be determined by the state examiners, subject to the approval of the governor and council, and shall hold his office for a term of three years. The three examiners shall receive no compensation for their services under the terms of this act. The compensation of the clerk and the travelling and other necessary expenses of the state examiners, not however to exceed five hundred dollars in the aggregate for each of the members thereof, shall, when approved by the governor and council, be paid from the treasury of the commonwealth.

The state examiners of electricians may make necessary rules for the proper performance of their duties.

They shall hold frequent examinations in the city of Boston, and, twice in each year, shall hold examinations in at least five other convenient places within the commonwealth, and they may hold annual or occasional examinations in other places. Public notice shall be given of all examinations.

The state examiners of electricians shall annually, on or before the first Wednesday in January, transmit to the secretary of the commonwealth a report to the general court of its doings.

In the conduct of the examinations they shall make uniform requirements for all cities and towns, which may be revised from time to time, as circumstances may require. Said examinations shall be sufficiently frequent to give ample opportunity for all applicants to be thoroughly and carefully examined, and may be supervised by one or more of the members of the board, but no licenses shall be granted without the sanction of the board. Examinations may be given in writing or practical work, as deemed most advisable by the board.

The records of the meeting of said board shall be open for inspection at all times, and the board shall have printed annually a manual of its regulations, including the names of all licensees. [*Gen. Acts, 1915, c. 296, § 2.*]

**1085BB. Preservation of examination papers by the state examiners of electricians.** — Examination papers and applications for master or journeyman electrician certificates shall be preserved for at least three years, after which time they may, at the discretion of the state examiners of electricians, be destroyed. [*Gen. Acts, 1919, c. 56.*]

**1085C. Forms of licenses.** — (1) Two forms of licenses shall be issued: — The first, hereinafter referred to as "certificate A", shall be known as "master electrician's certificate", the second, hereinafter referred to as "certificate B", shall be known as a "journeyman electrician's certificate."

A "master's certificate" shall be issued to any person, firm or corporation engaged in or about to engage in the business of installing electrical wires, conduits, apparatus, fixtures and other electrical appliances, that shall have qualified under the provisions of this act. A certificate of registration shall be issued specifying the name of the person, firm or corporation so applying, and the name of the person, *who, in the case of a firm shall be one of its members, and in the case of a corporation, shall be one of its officers*, passing said examination, by which he or it shall be authorized to enter upon or engage in business as set forth therein.

The holding of "certificate A" shall not entitle the holder individually to engage in or perform the actual work of installing electric wires, conduits and appliances as previously described in this act, but shall entitle him to conduct business as an employing or master electrician. [*Gen. Acts, 1915, c. 296, § 3, ¶ (1), as am. by Gen. Acts, 1918, c. 257, § 342.*]<sup>1</sup>

(2) "Certificate B", or a journeyman electrician's license, shall be granted to any person who has passed an examination before the examining board provided for in this act. A certificate shall be issued specifying the name of the person so engaged, by which certificate such person shall be authorized to enter upon or engage in the occupation of journeyman electrician. Every person desiring an examination shall make application therefor in writing, accompanied by the proper fee. The fee for an examination for certificate "A" shall be \$25 and that for certificate "B" shall be \$1. An applicant who fails in his examination shall not have his fee returned to him, but shall be entitled to one re-examination free of charge. For each subsequent re-examination, he shall pay fifteen dollars in the case of certificate "A" and fifty cents in the case of certificate "B."

<sup>1</sup> In effect February 1, 1920. See Gen. Acts, 1919, c. 5.

(3) All certificates "A" described in paragraph (1) of this section shall expire on the thirty-first day of July in each year, but may be renewed by the same person, firm or corporation, as represented by one or more of its members or officers, without further examination, upon the payment of a fee of \$15, application therefor being made during the month next prior to said expiration of said certificate.

(4) All certificates "B" described in paragraph (2) of this section shall expire on the thirty-first day of July in each year, but may be renewed upon the payment of a fee of fifty cents, and upon the same conditions set forth in paragraph (3) of this section.

(5) All holders of certificates "A" shall keep their certificate of registration displayed in a conspicuous place in their principal offices or places of business, and all holders of certificates "B" shall be furnished by said board with evidence of their having been so licensed, in card form or otherwise, which shall be carried on the person of the licensee and exhibited on request. [*Gen. Acts, 1915, c. 296, § 3, as am. by Gen. Acts, 1919, c. 333, § 8.*]

**1085D. Licenses not transferable.** — No certificates issued under the provisions of this act, to either master or journeyman, shall be assignable or transferable. Said certificates may be suspended or revoked by the board of examiners upon failure or refusal of the licensee to comply with the rules and requirements of said business as set forth by the board of gas and electric light commissioners, and for other and sufficient causes after a hearing has been held. Such suspension or revocation by said board shall be subject to review by the board of gas and electric light commissioners. [*Gen. Acts, 1915, c. 296, § 4.*]

**1085E. Penalties.** — Any person, firm or corporation, or employee thereof, and any representative, or any member or officer of such firm or corporation individually entering upon or engaging in the business and work hereinbefore defined, without having complied with the provisions of this act, shall be punished by a fine of not less than \$10 nor more than \$100 for the first offence, and for a second offence by a fine of not less than \$50 nor more than \$500, or by six months' imprisonment in the house of correction, or by both such fine and imprisonment. [*Gen. Acts, 1915, c. 296, § 5.*]

**1085F. Disposition of fees and fines, etc.** — No person, firm or corporation holding a master's certificate shall be held liable for work done by any of his or its employees without authorization, unless it shall appear that such work was done with his or its knowledge or consent or by his or its authorization.

All fees and fines collected under the provisions of this act shall be paid into the treasury of the commonwealth as hereinbefore provided. [*Gen. Acts, 1915, c. 296, § 6.*]

**1085G. Business exempt from the act.** — This act shall not apply to the installation, repairing and wiring of elevators or to work in connection with the erection, construction, maintenance or repair of lines for the transmission of electricity from the source of supply to the service switch on the premises where it is used by municipal electric plants, by electric companies as defined in Acts, 1914, c. 742, § 1, or by gas companies authorized to engage in the business of making or selling electricity, by electric street railway companies or by electric railroad companies or by railroad companies; nor to the work of such plants or companies on premises owned or controlled by them; nor to the work of said municipal electric plants or of said electric or gas companies in installing, maintaining and repairing, on the premises

of customers, service connections and meters and other apparatus and appliances which remain the property of such plants or companies after installation; nor to work in connection with the lighting of streets, alleys, private ways or private or public parks, areas or squares; nor to the work of companies incorporated for the transmission of intelligence by electricity in installing, maintaining or repairing wires, apparatus, fixtures or other appliances used in the business of such companies and necessary for or incident to such business, and whether such wires, conduits, apparatus, fixtures or other appliances are on its own premises or otherwise. [*Gen. Acts, 1915, c. 296, § 7.*]

**1085H. Certain electricians excepted.** — Nothing in this act shall be construed as forbidding the employment of learners or apprentices working with and under the direct personal supervision of journeymen electricians duly certified as provided in this act.

Electricians employed by theatrical companies may install such temporary wiring and appliances as may be required for the purpose of the engagement of any such company, subject to the supervision of some person licensed under the provisions of this act.

Electricians regularly employed by firms or corporations other than holders of class "A" certificates may install such electrical wiring, conduits and appliances or make such repairs as may be required only on the premises and property of said firms or corporations: *provided*, that said electricians hold a journeyman's license and have complied with all provisions set forth in this act. [*Gen. Acts, 1915, c. 296, § 8.*]

**1085I. Penalty for misstatements by applicant.**<sup>1</sup> — Any person applying for a journeyman's license who makes any misstatement as to his experience or other qualifications, or any person, firm or corporation subscribing to or vouching for any such misstatement, shall be liable to the penalties set forth in section *five* of this act. [*Gen. Acts, 1915, c. 296, § 9, as am. by Gen. Acts, 1918, c. 257, § 343.*]

**1085J. Repeals.** — All acts and parts of acts inconsistent herewith are hereby repealed. [*Gen. Acts, 1915, c. 296, § 10.*]

**1085K. Act to take effect, when.** — This act shall take effect upon its passage except that its provisions imposing penalties shall not become operative until the board shall have been organized and at least sixty days shall have been allowed to enable applicants to secure licenses or certificates. [*Gen. Acts, 1915, c. 296, § 11.*]

**1085L. Electricians' certificates held by men in military and naval service may be renewed.** — Any master electrician's certificate or journeyman electrician's certificate granted under the provisions of *Gen. Acts, 1915, c. 296*, and expiring while the holder thereof is in the military or naval service of the United States shall be renewed without further examination upon the payment of the fee prescribed in said chapter at any time within four months after the discharge of such person from the service. [*Gen. Acts, 1918, c. 213, § 1.*]

#### OTHER LICENSED OCCUPATIONS.

[The text of acts relative to the licensing or registration of auctioneers, physicians, osteopaths, dentists, chiropodists, pharmacists, insurance agents and brokers, lodging house keepers, private detectives, nurses, and operators of aircraft, who are not continuously employed by the same employer, have been omitted.]

<sup>1</sup> In effect February 1, 1920. See *Gen. Acts, 1919, c. 5.*

15. PUBLIC EMPLOYMENT.<sup>1</sup>

## CIVIL SERVICE LAW.

**1086A. Provisions affecting the civil service as found in the law reorganizing the departments of the commonwealth.** — (a) *Employees in departments transferred may be transferred without further examination.* — Where an existing office, board, commission or other governmental organization or agency is abolished by this act, all employees thereof shall, as temporary appointees of the department to which the rights, powers, duties and obligations of such office, board, commission or other governmental organization or agency are transferred, continue to perform their usual duties, upon the same terms and conditions as heretofore, until removed, appointed to positions in accordance with the provisions of this act relative to such department, or transferred to other departments, and they shall be eligible to such appointment or transfer without further examination, but otherwise shall be subject to the civil service law and rules, where they apply, and to the provisions of Gen. Acts, 1918, c. 228, and the rules and regulations made thereunder. All such temporary employment shall become permanent on January 1, 1921, unless sooner terminated. Where the rights, powers, duties and obligations of any such office, board, commission or other governmental organization or agency are divided between two or more departments, each of said departments shall receive on the above terms and conditions such of the employees of said office, board, commission or other governmental organization or agency as are regularly occupied in connection with the functions thereof which are by this act transferred to such department: *provided*, that every employee of such office, board, commission or other governmental organization or agency shall be placed temporarily in one of said departments. All questions arising under this section shall be determined by the governor and council. [*Gen. Acts, 1919, c. 350, § 3.*]

(b) *All rules and regulations of offices or departments abolished to remain in force.* — All orders, rules and regulations made by any officer, board, commission or other governmental organization or agency which is abolished by this act shall remain in full force and effect until revoked or modified in accordance with law by the department which succeeds to the rights, powers, duties and obligations of such governmental organization or agency. [*Gen. Acts, 1919, c. 350, § 6.*]

(c) *All existing contracts and obligations of departments abolished to remain in force.* — All existing contracts and obligations of the offices, boards, commissions or other governmental organizations or agencies abolished by this act shall remain in full force and effect, and shall be performed by the departments to which the rights, powers, duties and obligations of such governmental organizations or agencies are transferred. [*Gen. Acts, 1919, c. 350, § 7.*]

(d) *All reports required of departments abolished to be made by the departments to which they have been transferred.* — All reports required by law to be made by any office, board, commission or other governmental organization or agency affected by this act shall hereafter be made by the executive and administrative head of the department in which such governmental organization or agency is placed or to which its rights, powers, duties and obligations are transferred. [*Gen. Acts, 1919, c. 350, § 8.*]

(e) *Establishment of divisions within any department to be subject to the approval of the governor and council.* — In all cases where the executive and administrative

<sup>1</sup> See also under Workmen's Compensation and Pension Systems.

head of a department is vested with authority to establish within his department divisions, the establishment of such divisions shall be subject to the approval of the governor and council except in cases where divisions are specifically provided for by this act. [*Gen. Acts, 1919, c. 350, § 9.*]

(f) *Questions of conflicting orders or regulations shall be decided by the governor and council.* — In all cases where a question arises between departments or officers or boards thereof as to their respective jurisdiction or powers, or where departments, or officers or boards thereof, issue conflicting orders or make conflicting rules and regulations, the governor and council shall, on appeal of any such department or any person affected thereby, have jurisdiction to determine the question, and to order any such order, rule or regulation amended or annulled: *provided*, that nothing herein contained shall be construed to deprive any person of the right to pursue any other lawful remedy. The time within which such appeal may be taken shall be fixed by the governor and council. [*Gen. Acts, 1919, c. 350, § 10.*]

(g) *Certain appointees to give all their time to their duties; heads of divisions to be exempt from the civil service law.* — Any person in any department who is appointed to office by the governor, with the advice and consent of the council, and who is paid a salary, may be required by the governor, with like advice and consent, to give his whole time to the duties of his office. The heads of divisions of departments established by or under authority of this act shall be exempt from the civil service law and the rules and regulations made thereunder. [*Gen. Acts, 1919, c. 350, § 11.*]

(h) *All new departments to have suitable offices.* — All departments established by this act shall be provided with suitable quarters which shall, so far as is expedient, be within the state house. [*Gen. Acts, 1919, c. 350, § 12.*]

(i) *Expenses and salaries provided for.* — The expenses of departments for compensation of officers, members and employees and for other purposes shall not exceed the appropriations made therefor by the general court. The said departments may continue expenditures during the fiscal year nineteen hundred and twenty for the several functions transferred to or placed therein, at the rate of appropriation authorized for such functions during the current fiscal year, until the general court makes appropriations therefor or provides otherwise. [*Gen. Acts, 1919, c. 350, § 13.*]

**1089A. Applicants to be notified of the results of their examinations.** — The civil service commission is hereby directed to notify persons who have taken a civil service examination of the result of their examination within sixty days thereafter. [*Gen. Acts, 1919, c. 93.*]

**1092. Lists of names of successful applicants to be prepared.**<sup>1</sup> — When the results of an examination have been ascertained, the commissioners shall prepare a list of the applicants who have passed the examination, with the standing of each; and, within five days after certification of persons for appointment or employment, they shall prepare a list of the persons so certified, which shall be open to public inspection. [*R. L., c. 19, § 15, as am. by Gen. Acts, 1918, c. 257, § 92.*]

**1092A. Examinations, etc., of certain librarians and library workers.** — The board of free public library commissioners is hereby authorized to determine by examination or by such rules as it may establish the selection and appointment of supervising librarians and all other library workers who are paid wholly or in part, under the authority of said board, from the treasury of the commonwealth.

The board shall keep a registry of librarians which shall give due credit for ex-

<sup>1</sup> In effect February 1, 1920. See *Gen. Acts, 1919, c. 5.*



perience and successful accomplishment as well as for formal examination, in order to assist library trustees who seek advice from the board in securing qualified librarians and assistants.

Any expense incurred under this act shall be paid from the appropriation for expenses authorized by Acts, 1914, c. 373, § 2. [*Gen. Acts, 1915, c. 106, §§ 1, 2, 3.*]

**1097. Penalty for unlawful employment of non-citizen.**<sup>1</sup> — Whenever it shall appear that any appointing officer has had due notice of unlawful employment of a non-citizen and that the said appointing officer has continued such employment for ten days after such notice, he shall be subject to a fine of not less than *one hundred* nor more than *one thousand* dollars for each offence. [*Acts, 1914, c. 600, § 5, as am. by Gen. Acts, 1918, c. 257, § 94.*]

**1098. Users of intoxicating liquors ineligible.** — Repealed by Gen. Acts, 1915, c. 76. Re-enacted in new form as follows: — No person habitually using intoxicating liquors to excess shall be appointed to or retained in any office, appointment or employment to which the provisions of this act [R. L., c. 19] apply. [*Gen. Acts, 1915, c. 76.*]

**1102A. Civil Service extended to cover certain municipal employees.** — [By the provisions of special acts, passed during the period 1916–1919, inclusive, the civil service rules and regulations were made applicable to the following public employees:]

Peabody — School janitors<sup>2</sup> [*Sp. Acts, 1916, c. 273, §§ 1, 2.*]

Fall River — General superintendent of municipal hospitals and dispensaries [*Sp. Acts, 1916, c. 313.*]

West Springfield — Members of fire department<sup>3</sup> [*Sp. Acts, 1916, c. 350, §§ 1, 2.*]

Marlborough — City marshal, or chief of police<sup>3</sup> [*Sp. Acts, 1916, c. 351, §§ 1, 2.*]

Revere — Chief of police<sup>3</sup> [*Sp. Acts, 1916, c. 360, §§ 1, 2.*]

Beverly — Chief of police<sup>3</sup> [*Sp. Acts, 1916, c. 364, §§ 1, 2.*]

Watertown — Inspector of poles and wires<sup>3</sup> [*Sp. Acts, 1916, c. 365, §§ 1, 2.*]

Natick — Board of fire engineers, permanent and call firemen, and members of the police department<sup>3</sup> [*Sp. Acts, 1917, c. 11.*]

Springfield — Caretakers of public playgrounds<sup>4</sup> [*Sp. Acts, 1917, c. 255, §§ 1, 2.*]

Springfield — Sanitary custodian<sup>4</sup> [*Sp. Acts, 1917, c. 256, §§ 1, 2.*]

Arlington — School janitors<sup>3</sup> [*Sp. Acts, 1917, c. 268, §§ 1, 2.*]

Gloucester — Chief of the fire department<sup>3</sup> [*Sp. Acts, 1917, c. 271.*]

New Bedford — Chief engineer and the first, second, and third assistant engineers of the fire department<sup>4</sup> [*Sp. Acts, 1917, c. 272, §§ 1, 2, 3.*]

Holyoke — Chief of the fire department<sup>3</sup> [*Sp. Acts, 1917, c. 278, §§ 1, 2.*]

Lawrence — City marshal<sup>3</sup> [*Sp. Acts, 1917, c. 288, §§ 1, 2.*]

Lawrence — Caretakers of the public comfort station<sup>4</sup> [*Sp. Acts, 1917, c. 312, §§ 1, 2.*]

Springfield — Chief of the fire department<sup>3</sup> [*Sp. Acts, 1918, c. 34, §§ 1, 2.*]

Chicopee — Superintendent of streets<sup>3</sup> [*Sp. Acts, 1918, c. 38, §§ 1, 2.*]

Brockton — Chief engineer and first and second assistant engineers of the fire department<sup>3</sup> [*Sp. Acts, 1918, c. 59, §§ 1, 2.*]

Wareham — Chief of police [*Sp. Acts, 1918, c. 99, § 1.*]

Hudson — Chief of police [*Sp. Acts, 1918, c. 107, §§ 1, 2.*]

Hudson — Chief of the fire department [*Sp. Acts, 1918, c. 108, §§ 1, 2.*]

Springfield — Building commissioner<sup>4</sup> [*Sp. Acts, 1918, c. 116, §§ 1, 2.*]

Watertown — Attendance officer, public schools<sup>3</sup> [*Sp. Acts, 1918, c. 156, §§ 1, 2.*]

Beverly — Chief of police<sup>5</sup> [*Sp. Acts, 1919, c. 30, §§ 1, 2.*]

Taunton — Matron of the police department<sup>4</sup> [*Sp. Acts, 1919, c. 39, §§ 1, 2.*]

<sup>1</sup> In effect February 1, 1920. See Gen. Acts, 1919, c. 5.

<sup>2</sup> Upon acceptance of the act by the selectmen of the town.

<sup>3</sup> Upon acceptance of the act by the voters.

<sup>4</sup> Upon acceptance by the city council with the approval of the mayor.

<sup>5</sup> Upon acceptance by the mayor and aldermen.

**1102B. Treasurers and stewards in state institutions to be certified in a special manner.** — Appointments of treasurers and stewards in the institutional service of the commonwealth shall not hereafter be made from a civil service list established by examination. Whenever a vacancy occurs in the office of treasurer or steward at any institution the appointing authority shall certify to the civil service commission the name of a person believed to be competent by reason of training and experience to fill the vacancy, and shall furnish the commission with such information concerning the proposed appointee as the commission may require. The commission shall immediately make a careful inquiry into the qualifications of the proposed appointee under such rules as it may, with the approval of the governor and council, establish, and if it is satisfied that he is a competent person, with the requisite qualifications, it shall notify the appointing authority that the appointment is approved, and upon receipt of such notice the appointment shall take effect, subject to the provisions of law relating to the filing of bonds by the treasurers of institutions. If the commission does not, within thirty days after the appointee is certified to it, notify the appointing authority of its approval, the appointment shall be void. [*Gen. Acts, 1918, c. 239.*]

**1109A. Employment of veterans in the service of the Commonwealth, cities or towns.** — (a) *Word, "veteran", defined.* — The word "veteran" as used in this act shall mean any person who has served in the army, navy or marine corps of the United States in time of war or insurrection and who has been honorably discharged from such service or released from active duty therein, provided that such person was a citizen of this commonwealth at the time of his induction into such service or has since acquired a settlement therein; and provided further that any such person who at the time of entering the said service had declared his intention to become a subject or citizen of the United States and withdrew such intention under the provisions of the act of congress approved July 9, 1918, and any person designated as a conscientious objector upon his discharge shall not be deemed to be a "veteran" within the meaning of this act. [*Gen. Acts, 1919, c. 150, § 1.*]

(b) *Veterans to be preferred in the classified service.* — The names of veterans who pass examinations for appointment to any position classified under the civil service shall be placed upon the respective eligible lists in the order of their respective standing, above the names of all other applicants, and upon receipt of a requisition not especially calling for women, names shall be certified from such lists according to the method of certification prescribed by the civil service rules applying to civilians. [*Gen. Acts, 1919, c. 150, § 2.*]

(c) *Preference to veterans in the labor service.* — A veteran who registers for employment in the labor service of the commonwealth and of the cities and towns thereof, if found qualified, shall be placed on the eligible list for the class for which he registers ahead of all other applicants. The names of eligible veterans shall be certified for labor service in preference to other persons eligible according to the method of certification prescribed by the civil service rules applying to civilians. If, however, the appointing officer certifies in the requisition for laborers that the work to be performed requires young and vigorous men, and, upon investigation, the civil service commission is satisfied that such certificate is true, it may fix a limit of age and certify only those whose age falls within such limit. In cities and towns in which the provisions of R. L., c. 19, and amendments and the rules governing the civil service have not been applied to the labor service, the selectmen and the city councils shall take any necessary action to secure the employment of veterans in the labor service of their respective

cities and towns in preference to all other persons except women. [*Gen. Acts, 1919, c. 150, § 3.*]

(d) *Provisional appointments allowed in absence of an eligible list.* — If there is no suitable eligible list from which to certify to fill a requisition received by the civil service commission, it shall authorize the appointing officer to make provisional appointment of a veteran, and shall send to the appointing officer the names and addresses of veterans who have filed applications for the kind of work for which requisition is made, and the position shall be filled provisionally by the appointment of a veteran. If, however, the appointing officer cannot find a veteran qualified for the position who will accept, he may with the approval of the civil service commission, appoint provisionally some other person. This section shall not apply to requisitions calling for women. [*Gen. Acts, 1919, c. 150, § 4.*]

(e) *Other veterans' preferences not to be affected.* — Nothing in this act shall be construed as affecting the preference given under existing law to veterans of the civil war or any promotion under civil service. [*Gen. Acts, 1919, c. 150, § 5.*]

(f) *Removal and suspension of veterans regulated.* — A veteran who is removed, suspended or lowered in rank or compensation, and a veteran whose office or position is abolished shall have the benefit and protection of the provisions of R. L., c. 19, § 23 [see paragraph 1109], as amended, and of the provisions of Gen. Acts, 1918, c. 247, whether such veteran is appointed under the civil service or otherwise, and he may pursue his remedy under either or both of said acts. [*Gen. Acts, 1919, c. 150, § 6.*]

(g) *Certain veterans not affected.* — The provisions of this act shall not apply to the removal, suspension, or lowering in rank or compensation of veterans members of the district police, of the metropolitan park police, or of the police department of the city of Boston. [*Gen. Acts, 1919, c. 150, § 7.*]

**1111. Removals, etc., in the classified service.** — Every person holding office or employment in the public service of the commonwealth, or in any county, city or town thereof, classified under the civil service rules of the commonwealth, *except as is otherwise provided herein*,<sup>1</sup> shall hold such office or employment and shall not be removed therefrom, lowered in rank or compensation or suspended, or without his consent, transferred from such office or employment to any other except for just cause, and for reasons specifically given him in writing *within twenty-four hours after such removal, suspension, transfer or lowering in rank or compensation*. . . . [*Acts, 1904, c. 314, § 1, repealed by Gen. Acts, 1918, c. 247, § 4, and re-enacted in new form by Gen. Acts, 1918, c. 247, § 1.*]

**1112. Notice to be given, etc.** — . . . *If, within three days thereafter, the person sought to be removed, suspended, lowered or transferred shall so request in writing, he shall be given a public hearing in not less than three nor more than fourteen days after the filing of the request, by the officer or board whose action affected him, as aforesaid, and he shall be allowed to answer the charges preferred against him, either personally or by counsel, and shall be notified, in writing, within three days after the hearing, of the decision of such officer or board. In default of such hearing, said person shall forthwith be reinstated. A copy of said reasons, notice, answer, and decision shall be made a matter of public record in the department.* [*Acts, 1904, c. 314, § 2, repealed by Gen. Acts, 1918, c. 247, § 4, and re-enacted in new form by Gen. Acts, 1918, c. 247, § 1.*]

**1113. Relating to removals, etc., in the civil service.** — Every person now holding or hereafter appointed to an office classified under the civil service rules of

<sup>1</sup> For Gen. Acts, 1918, c. 247, §§ 2 to 4, see ¶ 1115.

the commonwealth, except members of the police department of the city of Boston, of the police department of the metropolitan park commission, and except members of the district police, whether appointed for a definite or stated term, or otherwise, who is removed therefrom, lowered in rank or compensation, or suspended, or, without his consent, transferred from such office or employment to any other, may, after a public hearing, as provided for by [Acts, 1905, c. 243], and within *thirty* days after such hearing, bring a petition in the police, district or municipal court within the judicial district where such person resides, addressed to the justice of the court and praying that the action of the officer or board in removing, suspending, lowering or transferring him may be reviewed by the court, and after such notice to such officer or board as the court may think necessary, it shall review the action of said officer or board, and hear *any* witnesses, and shall affirm said order unless it shall appear that said order was made by said officer or board without proper cause or in bad faith, in which case said order shall be reversed and the petitioner be reinstated in his office. The decision of the justice of said police, district or municipal court shall be final and conclusive upon the parties. [Acts, 1911, c. 624, § 1, as am. by Gen. Acts, 1915, c. 251. Repealed by Gen. Acts, 1918, c. 247, § 4; re-enacted in new form as Gen. Acts, 1918, c. 257, § 93, and revived in original form by Sp. Acts, 1919, c. 188.]

**1113A. Law relating to removals, etc., in the civil service not applicable to retirement of certain policemen.** — The provisions of Acts, 1911, c. 624, shall not apply to the retirement on a pension of members of police departments in cities who are seventy years of age or more. [Gen. Acts, 1916, c. 113, § 1.]

**1113B. Certain Fall River engineers may be promoted without examination.** — The present first assistant call chief engineer of the fire department of the city of Fall River, who has served in that capacity for twelve consecutive years or more, shall be eligible to promotion to the office of deputy chief engineer of said department without a civil service examination, upon presenting a certificate from at least two reputable physicians that he is physically fit for the said office. [Sp. Acts, 1917, c. 229, § 1.]

**1114A. Metropolitan park commission may employ certain reserve police officers.** — The metropolitan park commission is authorized to appoint and employ as a call officer for temporary police duty on reservations and parkways under its control, any member of the reserve police force of any city or town within the metropolitan parks district, or any person on the civil service list of *eligibles* for appointment to any such reserve police force or to the *permanent police force of any such city or town*, provided that the assent of the chief of police of the city or town shall first be obtained for the employment of any member of its reserve police force as herein provided. Employment by the said commission of any such reserve police officer shall not prevent his employment by the city or town in which he resides whenever his services may be required by its chief of police. [Gen. Acts, 1916, c. 56, § 1, as am. by Gen. Acts, 1918, c. 82, § 1.]

**1114B. Certain employees of the Board of Gas and Electric Light Commissioners not subject to civil service.** — Any present employee of the board of gas and electric light commissioners may be promoted, or reappointed at the end of his term of office, without being subjected to a civil service examination. The term of office of the present clerk of the board shall not be affected by this act. [Gen. Acts, 1916, c. 220, § 3.]

**1114C. Commissioner of standards<sup>1</sup> may appoint more inspectors.** — The commissioner may appoint seven inspectors at an annual salary *which shall be determined under the provisions of Gen. Acts, 1918, c. 228*. They shall give bonds for the faithful performance of their duties.

This act shall not be construed to affect the tenure of any inspector of weights and measures. [*Gen. Acts, 1918, c. 218, §§ 2, 3, as am. by Gen. Acts, 1919, c. 244.*]

**1115. Removals and suspensions of police officers.<sup>2</sup>** — Every police officer now holding or hereafter appointed to an office classified under the civil service rules of the commonwealth, in any city, and whether appointed for a definite or stated term, or otherwise, shall hold such office continuously during good behavior, and shall not be removed therefrom, lowered in rank or compensation, or suspended, or, without his consent, transferred from such office or employment to any other, except for just cause and for reasons specifically given in writing by the removing officer or board *within twenty-four hours after such removal, suspension, transfer or lowering in rank or compensation, and every police officer sought to be so removed, lowered in rank or compensation, suspended or transferred, shall be entitled to a public hearing, the same in all respects as provided in section one of this act, including notice of decision, reinstatement and record of proceedings.* [*Acts, 1906, c. 210, § 1, re-enacted as Gen. Acts, 1918, c. 247, § 2.*]

Within thirty days after the hearing, provided for in this act the person so removed, transferred or lowered in rank or compensation, or suspended, except members of the police department of the city of Boston, of the police department of the metropolitan park commission and except members of the district police, may bring a petition in the police, district or municipal court within the judicial district where such person resides, addressed to the justice of the court, praying that the action of the officer or board may be reviewed by the court, and after such notice to such officer or board as the court may think necessary, it shall review such action, hear the witnesses, and shall affirm said order unless it shall appear that it was made without proper cause or in bad faith, in which case said order shall be reversed and the petitioner be reinstated in his office without loss of compensation. The decision of the court shall be final and conclusive upon the parties. [*Gen. Acts, 1918, c. 247, § 3.*]

Acts, 1904, c. 314, as amended by Acts, 1905, c. 243, Acts, 1906, c. 210, Acts, 1911, c. 624, as amended by Gen. Acts, 1915, c. 251, are hereby repealed. [*Gen. Acts, 1918, c. 247, § 4.*]

**1115A. Appointment of special district police officers.** — The governor, upon the written recommendation of the director of prisons, may appoint any agent or employee of the bureau of prisons, or any employee of any penal institution, a special district police officer for a term of three years, unless sooner removed. Officers so appointed may serve warrants and orders of removal or transfer of prisoners issued by the director of prisons, and shall have authority to perform police duty about the premises of penal institutions. [*Gen. Acts, 1919, c. 105.*]

**1116. District police affected.** — Acts, 1906, c. 210, § 1, as since amended, was repealed by Gen. Acts, 1918, c. 247, § 4, but was re-enacted in new form as found in paragraph 1115.

<sup>1</sup> Name changed from "Commissioner of Weights and Measures" to "Commissioner of Standards" by Gen. Acts, 1918, c. 218, § 1.

<sup>2</sup> See also Gen. Acts, 1918, c. 247, § 1 [paragraphs 1111 and 1112]. For an act authorizing the Governor to increase temporarily the force of the district police for the more effective protection of persons and property and maintenance of law and order within the commonwealth, see Gen. Acts, 1918, c. 37.

**1117. To whom applied.** — Acts, 1906, c. 210, § 2, was repealed by Gen. Acts, 1918, c. 247, § 4, but *see* paragraphs 1111, 1113 and 1115.

**1120A. Civil service rules applicable to employees at the house of correction.** — All appointments to positions at the house of correction of the penal institutions departments of the city of Boston shall hereafter be made in accordance with the civil service law and rules of the commonwealth. No person now employed in said department shall be required to take a civil service examination in order to retain his present position.

This act shall take effect on January 1, 1916. [*Sp. Acts, 1915, c. 116, §§ 1 and 2.*]

**1123A. All appointive offices and positions to be classified, and promotion therein regulated.** — (a) *Classification to be by groups and grades.* — All appointive offices and positions in the government of the commonwealth, except those in the judicial and legislative branches, shall be classified by the supervisor of administration, subject to the approval of the governor and council, in services, groups and grades according to the duties pertaining to each office or position. Such classification shall be established by specifications defining for each grade the titles, duties and responsibilities, and minimum qualifications for entrance and promotion. The titles so designated shall be the official title of positions included therein, and shall be set forth on all pay rolls. The term "group" as used in this act and in said classification shall be construed to include positions in a separate profession, vocation, occupation or trade involving a distinctive line of work which requires special education, training or experience. The term "grade" shall be construed to mean a subdivision of a group, and to include all positions with substantially identical authority, duties and responsibility as distinct from all other grades in that group. The term "advancement" shall be construed to mean an increase from one salary rate to another salary rate within a grade. The term "promotion" shall be construed to mean a change from the duties of one grade to the duties of a higher grade, and shall involve a change in salary to the rates of the higher grade. [*Gen. Acts, 1918, c. 228, § 1.*]

(b) *Supervisor of administration to make rules and regulations.* — The supervisor of administration shall have authority to make rules and regulations, subject to the approval of the governor and council, providing for the application and administration of the classification and the specifications established under the provisions of this act. [*Gen. Acts, 1918, c. 228, § 2.*]

(c) *Method of increasing salaries provided.* — Recommendations for increases in the salaries of officers and employees of the commonwealth who are subject to the provisions of this act, except officials and employees whose salaries are now or shall be regulated by statute, shall be submitted in the first instance to the supervisor of administration, and if approved by him shall take effect upon notice by the supervisor to the civil service commission and the auditor of the commonwealth. If the supervisor does not approve a proposed increase in salary, he shall report the recommendation of the department or institution with his own recommendation to the governor and council whose decision shall be final, except that the governor and council shall not grant an increase in salary greater than that recommended by the department or institution. Increases in salaries granted under the provisions of this section shall conform to such standard rates as may be established by rule or regulation in accordance with the provisions of section two. No increase in salary shall be granted under the provisions of this section unless an appropriation sufficient to cover such increase has been granted by the general court in accordance with estimates for the budget

filed as required by law. No increase in a salary exceeding or to exceed one thousand dollars, authorized under the provisions of this section between the first day of December and the thirty-first day of May, both inclusive, in any year shall take effect until the first day of June following or such later date as may be fixed by the department or institution recommending such increase, with the approval of the supervisor of administration or the governor and council. [*Gen. Acts, 1918, c. 228, § 3, as am. by Gen. Acts, 1919, c. 320, § 1.*]

(d) *Duties to be prescribed for the respective grades.* — Incumbents of positions classified in accordance with the provisions of this act shall perform, so far as is practicable, the duties prescribed for the respective grades, but nothing in this act shall be construed to limit or restrict administrative authorities in exercising supervision of, or control over, or in assigning related, incidental or emergency duties to, their employees. [*Gen. Acts, 1918, c. 228, § 4.*]

(e) *Certain words defined.* — For the purposes of the classification authorized by this act the words laborers, workmen and mechanics shall have the same meaning as in Acts, 1911, c. 494, and the amendments thereof, and nothing contained herein shall be construed as placing employees of the commonwealth outside the civil service laws, rules and regulations, nor shall the classification aforesaid take precedence over any rulings of the board of boiler rules, of the boiler inspection department of the district police, or of the state examiners of electricians at present in force, regarding the construction, care and operation of boilers, engines and other apparatus which may be under the charge of such laborers, workmen and mechanics. [*Gen. Acts, 1918, c. 228, § 5.*]

(f) *Certain acts governing increase of salaries not affected; appeal allowed.* — This act shall not effect a reduction in any salary rate, including the increase allowed under Gen. Acts, 1917, c. 323, paid as of January 1, 1918, and any present employee mentioned in Acts, 1914, c. 554, who was in the service under said chapter prior to July 1, 1917, and who did not receive the benefits provided by said chapter 323, shall be entitled to the said benefits, and such salary rate shall obtain until advancement or promotion is warranted by the terms of the classification and by law. Any employee of the commonwealth objecting to any provision of the classification affecting his position may appeal in writing to the supervisor of administration, and shall be entitled to a hearing upon such appeal. The supervisor shall report with such recommendations as he may deem expedient to the governor and council. [*Gen. Acts, 1918, c. 228, § 6.*]

(g) *Certain other acts not affected.* — This act shall not be construed as affecting the application or operation of Acts, 1909, c. 514, §§ 20 and 21, of Acts, 1911, c. 494, of Acts, 1912, c. 528, of Acts, 1914, cc. 600 and 688, of Gen. Acts, 1915, cc. 259 and 288, or of acts in amendment thereof. [*Gen. Acts, 1918, c. 228, § 7.*]

**1123AA. Duties and powers of the superintendent of buildings with reference to assignment of rooms and appointments.**<sup>1</sup> — The superintendent of buildings, under the supervision of the governor and council, shall have charge of the care and operation of the state house and shall exercise, under like supervision, the authority to assign rooms therein which is now vested in the governor and council by Acts, 1910, c. 326. He shall, during the sessions of the general court, upon appli-

<sup>1</sup> For an act providing for the employment of experts and clerks in the department of the treasurer and receiver general, see Gen. Acts, 1919, c. 169.

cation by the sergeant-at-arms, assign such rooms as may be required for the use of committees and other purposes. He may appoint such clerks, engineers, electricians, firemen, oilers, mechanics, watchmen, elevator operators, porters, cleaners and other persons as may be required to perform the duties prescribed by law. The titles and compensation of all persons employed by the superintendent of buildings shall be determined in accordance with the provisions of Gen. Acts, 1918, c. 228 [see paragraph 1123A] and rules and regulations made thereunder, and subject to the approval of the governor and council, where that is required by law, notwithstanding the provisions of existing laws fixing the titles and salaries of employees in the department of the sergeant-at-arms. The compensation aforesaid shall not exceed in the aggregate the sums annually appropriated therefor by the general court. Appointments under this section shall not be subject to the civil service laws and regulations. [*Gen. Acts, 1919, c. 350, § 18.*]

**1132A. Employees of the Boston transit commission may be transferred.** — *Engineers, draftsmen, laborers and all other employees who were in the employ of the Boston transit commission on January 1, 1918, may, if citizens of the United States, be transferred to the employ of any city or town in the metropolitan district without examination, and notwithstanding any restriction in the civil service laws or regulations applicable to such transfers, provided that a request to such effect be made by the head of a department in any such city, with the approval of the mayor, or by the chairman of the board of selectmen in any such town.* [*Gen. Acts, 1917, c. 86, as am. by Gen. Acts, 1918, c. 24.*]

**1133. Time within which lamplighters may be appointed to certain positions in Boston extended.** — Any person who was engaged in the occupation of lamplighter lighting the gas lamps in the streets, alleys, public grounds and parks of the city of Boston, on January 1, 1913, and who has lost or shall within six years from said first day of January lose his position by reason of a change in the street lighting methods employed by the city, may in the discretion of the mayor of said city be appointed to a position as laborer in the labor service of any department of the city for which such lamplighter is qualified and fitted by previous training and experience, or subject to the approval of said mayor by the head of any such department of said city without being subject as to his appointment to civil service rules, and without undergoing a civil service examination, and thereupon he shall be registered upon the list in the class to which he has been appointed and shall be subject to civil service laws and rules. [*Acts, 1913, c. 344, § 1, as am. by Acts, 1914, c. 440, § 1, and by Sp. Acts, 1916, c. 296, § 1.*]

**1134. To take effect upon acceptance by mayor and city council.** — This act shall take effect upon its acceptance <sup>1</sup> by the mayor and the city council of the city of Boston. [*Acts, 1913, c. 344, § 2, as am. by Acts, 1914, c. 440, § 2, and by Sp. Acts, 1916, c. 296, § 2.*]

**§ 1137. Persons in charge of steam boilers, etc., in the service of the commonwealth to be within the civil service.**<sup>2</sup> — The civil service commissioners shall prepare rules which shall take effect when approved by the governor and council in the manner provided by law, for including within the classified civil service all persons having charge of steam boilers, heating, lighting and power plants maintained

<sup>1</sup> Acts, 1913, c. 344, Acts, 1914, c. 440, and Sp. Acts, 1916, c. 296 were accepted by the mayor of Boston and the city council on April 4, 1913, August 18, 1914, and January 8, 1918, respectively.

<sup>2</sup> In effect February 1, 1920. See Gen. Acts, 1919, c. 5.



by the commonwealth. [*Acts, 1914, c. 486, § 1, as am. by Gen. Acts, 1918, c. 257, § 91.*]

**1137A. Standardization of grades and compensation in civil engineering service investigated.** — See Res., 1915, c. 132.

**1141A. Sergeant-at-arms may employ additional watchmen.** — The sergeant-at-arms is hereby authorized to employ, during the continuance of the present war and for one year thereafter, six persons as assistant watchmen at the state house in addition to those already authorized, who shall receive an annual salary of eleven hundred dollars each. [*Gen. Acts, 1918, c. 84, § 1.*]

**1143A. Chiefs of police in cities and towns to be under civil service.** — The provisions of R. L., c. 19, entitled "Of the Civil Service", and all acts in amendment thereof and in addition thereto, and the civil service rules made thereunder, and all acts now or hereafter in force relating to the appointment and removal of police officers, shall apply to the superintendent, chief of police or city marshal in all cities except Boston, and in all towns that have accepted, or may hereafter accept, the provisions of [R. L., c. 19, § 37] as applied to the police force thereof. [*Acts, 1911, c. 468, § 1, as am. by Gen. Acts, 1918, c. 291, § 22.*]

**1144A. Definition of "call men" in fire departments.** — The term "call men or part call men" as used in Acts, 1913, c. 487, § 1, as amended by Acts, 1914, c. 138, shall be construed to include substitute call men. [*Gen. Acts, 1916, c. 119, § 1.*]

**1147A. Question of promotion of call men in Marlborough to be submitted to voters.** — There shall be submitted to the voters of the city of Marlborough at the next state election the following question to be placed on the official ballot: — Shall Acts, 1913, c. 487, entitled "An Act relative to the promotion of call men in the fire departments of cities and towns", be accepted by this city?

YES.	<input type="checkbox"/>
NO.	<input type="checkbox"/>

If a majority of the votes cast thereon at said election are in the affirmative, the provisions of said c. 487 and amendments thereof shall thereupon take effect in said city, but not otherwise. [*Sp. Acts, 1918, c. 158, §§ 1, 2.*]

**1148A. School committees may appoint, suspend or remove subordinate officers, assistants, etc.**<sup>1</sup> — The school committee shall elect a superintendent of schools annually, except as provided in Acts, 1914, c. 714, § 1, and may, under the laws regulating the civil service, appoint, suspend or remove at pleasure such subordinate officers or assistants, including janitors of school buildings, as it may deem necessary for the proper discharge of its duties and the conduct of its business; it shall define their terms of service and their duties, and shall fix their compensation. . . . [*Gen. Acts, 1915, c. 267, Pt. I, § 32, as am. by Gen. Acts, 1918, c. 257, § 157.*]

**1157. Reinstatement after war service.** — Any person who resigns from or leaves the classified public service of the commonwealth or of any city or town therein or who is discharged, suspended or granted a leave of absence therefrom, for the purpose of serving in the military or naval forces of the United States in time of war, and who so serves, shall, if he so requests of the appointing authority within one year after his honorable discharge from such military or naval service or release from active duty therein, and if also, within the said time, he files with the civil service commission the certificate of a registered physician that he is not physically disabled or incapacitated for the position, be reappointed or re-employed, without civil service application

<sup>1</sup> In effect February 1, 1920. See Gen. Acts, 1919, c. 5.

or examination, in his former position provided that the incumbent thereof, if any, is a temporary appointee; or, if his former position has been filled by a permanent appointment, he shall be employed in a similar position in said department, if a vacancy exists therein. All appointments hereafter made to fill vacancies caused by the military or naval service of the former incumbent shall be temporary only, and no temporary appointment heretofore made to fill any such vacancy shall be made permanent during the present war or until the expiration of one year thereafter. [*R. L., c. 19, § 25, as am. by Gen. Acts, 1918, c. 160, § 1, and by Gen. Acts, 1919, c. 14, § 1.*]

**1157A. Names of soldiers and sailors may be restored to eligible lists of the civil service.** — A person whose name is on any eligible list or register of the civil service commission at the time of his entering the military or naval service of the United States in time of war shall be suspended from such eligible list or register; but upon his request, made at any time within one year after his honorable discharge from such service *or release from active duty therein*, his name shall be restored thereto for the remainder of his period of eligibility, provided that he files with the civil service commission the certificate of a registered physician that he is not physically disabled or incapacitated for the position. [*Gen. Acts, 1918, c. 160, § 2, as am. by Gen. Acts, 1919, c. 14, § 2.*]

#### WAGES AND SALARIES.<sup>1</sup>

**1158. Lists of employees of the commonwealth to be furnished, etc.** — Repealed by Gen. Acts, 1917, c. 217. Re-enacted in new form as follows: — Every department, board, commission, bureau, office or institution of the commonwealth shall, at such times as the supervisor of administration may require, prepare and furnish to him such information as he may prescribe concerning all officials and employees of the commonwealth employed in or by such department, board, commission, bureau, office or institution for whose services money has been paid from the treasury of the commonwealth. Such information shall be collected at least once in every fiscal year and shall cover the fiscal year preceding. From the information so collected the supervisor shall keep a record, open to public inspection, showing the name, residence, designation, rate of compensation and date of appointment or qualification of every such official and employee, and any increase in the rate of salary or compensation paid to him during the preceding fiscal year. The record shall also contain such other information concerning such officials and employees as, in the opinion of the supervisor, may be desirable. It shall be the duty of the auditor of the commonwealth, upon request of the supervisor, to verify a list of officials and employees, the amounts and rates of compensation and other information concerning payments to officials and employees about whom information is furnished. The supervisor shall compile such information concerning the officials and employees in the service of the commonwealth on November 30, 1917, as, in his opinion, may be of public interest, and the said information shall be printed at the expense of the commonwealth not later than April 15, 1918. Thereafter information on the same subject shall be compiled by the supervisor, and printed not later than the fifteenth day of April in each even numbered year. The document so published shall contain such summary and

<sup>1</sup> For an act authorizing the chief of the district police to reimburse certain special police officers for loss of wages, see Res., 1918, c. 21. See also Gen. Acts, 1919, c. 25, relative to certain positions and salaries in the executive department of the commonwealth; and also Gen. Acts, 1919, c. 177, for an act relative to further clerical assistance for county treasurers.

comparative tables as will best show the numbers of officials and employees in the service of the commonwealth during the two years for which the publication is issued, and during the preceding period of two years, to be arranged in such manner as will make them of the greatest practical utility. The document may be revised or rearranged from time to time at the discretion of the supervisor. [*Acts, 1910, c. 268, § 1, as last am. by Acts, 1913, c. 534, and by Gen. Acts, 1917, c. 217.*]

**1158A. Examination and report relative to salaries of certain state and county employees.** *See Res., 1916, c. 94.*

**1159A. Fees for copying public records shall not be retained by employees.**<sup>1</sup> — No person employed in any [state] department shall receive for his own use any fee for copying public records or documents, or for other services during office hours, but all fees therefor shall be paid into the treasury of the commonwealth. Whoever violates the provisions of this section *shall be punished by a fine of not more than one hundred dollars and shall be disqualified for employment in any department of the state government.* [*R. L., c. 18, § 15, as am. by Gen. Acts, 1918, c. 257, § 89.*]

**1161–1171 inclusive. Positions and salaries of clerks and stenographers in the employ of the commonwealth classified.** — Repealed by Gen. Acts, 1919, c. 320, § 2.

**1161A. Salaries of certain state employees temporarily increased.**<sup>2</sup> — (a) *Employees affected by the act.* — All persons who have been regularly in the employ of the commonwealth from the first day of July in the year 1916, including the pages of the senate and house of representatives appointed in the year 1916, and whose annual compensation in full for all services rendered does not exceed fifteen hundred dollars, shall, until final action shall have been taken upon the report of the governor's council on the standardization of salaries of employees of the commonwealth under the authority of an order adopted in the senate on the sixteenth day of March and in the house of representatives on the seventeenth day of March in the year 1916, receive additional compensation as hereinafter provided. [*Gen. Acts, 1917, c. 323, § 1.*]

(b) *Amount of increase.* — The compensation of all employees who are included in the provisions of section one, except as hereinafter provided, shall, for the period specified therein, be increased twenty per cent from and after the first day of July in the current year, but in no event shall such additional compensation exceed \$100 per year, nor shall the total compensation paid to any employee exceed \$1,500 per year. The above increase shall be computed upon the compensation which the employee was receiving on the first day of July in the year 1916. [*Gen. Acts, 1917, c. 323, § 2.*]

(c) *Certain employees to have further additional compensation.* — All persons included in the provisions of section one who are receiving from the commonwealth as a part of their compensation maintenance in full or in part, provided that the amount of compensation which they receive in full for all services in addition to such maintenance does not exceed \$1,200 a year, shall, for the period specified in said section, receive as additional compensation a sum equal to one half the additional compensation provided for by § 2. All employees who are receiving as part of their compensation maintenance in whole or in part and whose compensation, other than

<sup>1</sup> In effect February 1, 1920. *See Gen. Acts, 1919, c. 5.*

<sup>2</sup> This increase was made permanent by the passage of Gen. Acts, 1918, c. 228. *See paragraph 1123A (f) on page 135.*

maintenance, exceeds the sum of \$1,200 a year, shall not be entitled to additional compensation under the provisions of this act. [*Gen. Acts, 1917, c. 323, § 3.*]

(d) *Construction of the act.* — This act shall not be construed as in any way repealing or abridging any act providing for the increase of compensation of any employees of the commonwealth, including employees whose salaries, under existing provisions of law, are made to increase automatically, by graduated installments, from year to year, until the maximum therein provided has been reached, but employees who accept additional compensation under the provisions of this act shall not, during such time as they shall continue to receive the additional compensation herein provided for, be entitled to the benefit of any increase in compensation which they may have received since July 1, 1916, or to which they may hereafter become entitled. But any such employee may at any time elect to receive any increase in compensation to which he might otherwise be entitled in lieu of the additional compensation hereby provided for. [*Gen. Acts, 1917, c. 323, § 4.*]

**1161AA. Compensation and working conditions of state and county employees to be investigated.** — [Res., 1918, c. 86, directed the supervisor of administration to investigate the compensation and working conditions of certain state and county employees, principally judicial employees, and to report to the next General Court on or before January 15. The time within which the report should be submitted was extended by Res., 1919, c. 1, to February 15, 1919.]

**1161B. Compensation of certain appointees of the sergeant-at-arms.** — All persons who have been regularly in the employ of the commonwealth since September 1, 1917, under appointment from the sergeant-at-arms, whose compensation is not affected by Gen. Acts, 1918, c. 118, are hereby granted an increase in compensation the amount of which shall be determined according to the provisions of Gen. Acts, 1917, c. 323, except that such increase shall be reckoned on the basis of the compensation received on September 1, 1917, and that such increase shall be permanent. [*Gen. Acts, 1918, c. 242.*]

**1161BB. Compensation of the matron in the department of the sergeant-at-arms.** — The compensation of the matron in the state house shall be eleven hundred dollars a year.

The increase in salary provided for by this act shall not take effect until an appropriation has been made sufficient to cover the same, and then as of the first day of June in the current year. [*Gen. Acts, 1919, c. 182, §§ 1 and 2.*]

**1161C. Compensation of certain employees of the general court.** — (a) *Certain temporary increases in salary to be made permanent.*<sup>1</sup> — The provisions of Gen. Acts, 1917, c. 323, authorizing a temporary increase in the compensation of certain employees of the commonwealth shall, as to all legislative employees of the general court appointed by the sergeant-at-arms, including such employees temporarily so appointed, be permanent. [*Gen. Acts, 1918, c. 118.*]

(b) *Additional compensation for pages at the state house.* — Resolved, That there be allowed and paid out of the treasury of the commonwealth to each of the pages of the senate and house of representatives the sum of fifty dollars as additional compensation for services performed during the present session. [*Res., 1919, c. 70.*]

(c) *Salaries of doorkeepers and others employed by the General Court.*<sup>1</sup> — The annual salaries of the doorkeepers of the senate and the house of representatives shall be two

<sup>1</sup> See also paragraph 1123AA.

thousand dollars each. The assistant doorkeepers shall annually receive seventeen hundred dollars, the postmaster eighteen hundred dollars, and the messengers of the senate and of the house of representatives fifteen hundred dollars each.

The increases in salary provided for by this act shall not take effect until an appropriation has been made sufficient to cover the same, and then as of the first day of June in the current year. [*Gen. Acts, 1919, c. 235, §§ 1 and 2.*]

**1161CC. The sergeant-at-arms to retain certain appointive powers and powers to fix certain salaries under the Reorganization Plan.**<sup>1</sup> — (a) *Certain powers to be transferred to the superintendent of buildings.* — The sergeant-at-arms shall continue to exercise and perform all the rights, powers, duties and obligations of his office, save such as are by this act transferred to the superintendent of buildings. He shall not hereafter be required to give bond as provided by R. L., c. 10, § 3. He shall appoint, as now provided by law, a doorkeeper for each branch of the general court, assistant doorkeepers, messengers and pages, a postmaster, an assistant postmaster, and a clerk to take charge of the legislative document room, and such assistants in that room as may be required. Subject to the provisions of Gen. Acts, 1919, c. 254, he may appoint an assistant clerk for said room. All provisions of law relating to the duties and compensation of the above appointees shall remain in full force and effect. He may appoint and remove such clerical and other assistants as the duties of his office may require, and, subject to the provisions of Gen. Acts, 1918, c. 228 [*see paragraph 1123A*], and the rules and regulations made thereunder, and to the approval of the governor and council, where that is required by law, may fix the compensation of such persons, but the compensation so paid shall not exceed in the aggregate the sums annually appropriated therefor by the general court. [*Gen. Acts, 1919, c. 350, § 22.*]

(b) *Certain powers transferred to superintendent of buildings; certain positions abolished.* — All officials provided by law to be appointed by the sergeant-at-arms, other than those named in the foregoing section, shall hereafter be appointed by the superintendent of buildings, with the exception of the following, which are hereby abolished, namely, the clerk, the clerk having charge of the supplies, the filling of requisitions and other matters of that nature, and the two messengers authorized by Acts, 1909, c. 174. All officials and employees now serving under the sergeant-at-arms, excepting those included in the preceding section, and including the present incumbents of the offices hereby abolished, shall be transferred to the office of superintendent of buildings under the terms and conditions set forth in section three of this act. [*Gen. Acts, 1919, c. 350, § 23.*]

**1161D. Salaries of certain county employees.** — (a) From and after the first day of July in the current year, all persons who are regularly in the employ of the several counties of the commonwealth whose annual compensation in full for all services rendered does not exceed twenty-five hundred dollars and whose salaries have not been increased by act of the general court passed during the current year, shall receive additional compensation equal to ten per cent of the salaries received by them or by those holding the same or similar positions on July 1, 1917, and the said additional compensation shall also be granted to the court officers of the municipal court of the city of Boston, from and after January first in the year nineteen hundred and nineteen.

<sup>1</sup> See also Gen. Acts, 1919, c. 350, §§ 17 to 21

(b) *This act shall be construed as granting the additional compensation provided for in section one to those persons appointed after the first day of July, nineteen hundred and seventeen.* [Gen. Acts, 1918, c. 260, § 1, as am. by Gen. Acts, 1919, c. 276, §§ 1 and 2.]

(c) The annual salary of the justice of the district court of Dukes County shall be one thousand dollars.

(d) The annual compensation of the several assistant recorders of the land court, from and after the first day of July in the current year, in lieu of compensation on the basis of fees received, shall be equal to the compensation received by them in their respective capacities as assistant recorders for the year ending July 1, 1917, plus ten per cent of such sum. [Gen. Acts, 1918, c. 260, §§ 2 and 3.]

**1161E. Salaries of janitors of Bristol County.** — Janitors of all county buildings in the county of Bristol, other than penal institutions, who have been in its service for a period less than one year, shall receive from the county an annual salary of one thousand dollars; for a period of more than one year and less than three years, an annual salary of not less than twelve hundred dollars; for a period of more than three and less than five years, an annual salary of not less than thirteen hundred dollars, and for more than five years, an annual salary of not less than fourteen hundred dollars.

This act shall take effect as of the first day of January, in the current year. [Gen. Acts, 1919, c. 170, §§ 1 and 2.]

**1172A. Appointment and powers of stenographers in the county of Suffolk.** — The justices of the superior court, or a majority of them, shall appoint a stenographer for *each regular* session of said court held for civil business and for *each of the two divisions of the* session of said court held for criminal business within and for the county of Suffolk, and a stenographer for said court in all other counties. They may also, if the business of the court requires it, appoint an additional stenographer in any county except Suffolk, who shall serve when designated for duty. Each stenographer shall be an officer of the court and shall be sworn, and the same person may be appointed stenographer for more than one county. Such justices, or a majority of them, may remove said stenographers at any time, and may fill a vacancy which is caused by such removal or otherwise. [R. L., c. 165, § 80, as am. by Gen. Acts, 1915, c. 142, § 1, and c. 295, § 1.]

**1172B. Salaries of Suffolk county stenographers.**<sup>1</sup> — Stenographers who are appointed for the sessions of the superior court for civil business with juries in the county of Suffolk and the *stenographers* appointed for the *session* of said court for criminal business in said county shall each receive an annual salary of \$2,500 which shall be paid by the county; stenographers appointed for the sessions of said court without juries shall each receive such salary as the justices of said court shall establish, not exceeding \$2,500 which shall be paid by the county. The stenographers appointed for the superior court for other counties which contain a population of more than two hundred thousand shall each receive such salary as the justices of said court shall establish, not exceeding \$2,500 a year. [R. L., c. 165, § 88, as am. by Gen. Acts, 1915, c. 142, § 2, and Gen. Acts, 1915, c. 295, § 2.]

**1172C. Minimum salaries of county penal officers established.** — Masters and deputies of houses of correction and keepers of jails who do not hold the position

<sup>1</sup> For two acts, one establishing salaries of stenographers of the Superior Court, and another authorizing the justices of the Supreme Judicial Court to employ additional stenographers, see respectively Gen. Acts, 1919, cc. 357 and 242.

of master, deputy or keeper by reason of their office as sheriffs shall receive an annual salary of not less than fifteen hundred dollars.

Officers who have been in the prison service of the several counties of the commonwealth for a period less than one year shall receive an annual salary of not less than one thousand dollars; officers who have been in the prison service of the several counties for more than one year and less than three years shall receive an annual salary of not less than twelve hundred dollars; officers who have been in the prison service of the several counties for more than three years and less than five years shall receive an annual salary of not less than thirteen hundred dollars; and officers who have been in the prison service of the several counties for more than five years shall receive an annual salary of not less than fourteen hundred dollars. In counties where maintenance is furnished, in whole or in part, such maintenance shall be deducted from the salary of the said officers; but in no case shall the amount deducted exceed three hundred dollars annually.

The aforesaid salaries shall be paid by the counties in which the penal institutions are situated, and shall be allowed from the first day of June, 1918.

The provisions of this act shall not apply to the counties of Dukes County and Nantucket.

This act shall not apply to the officers in the prison service of the county of Suffolk unless it is accepted by the mayor and city council of the city of Boston prior to December 31, 1918. [*Gen. Acts, 1918, c. 240, §§ 1-5.*]

**1173. Wages for mechanics on public works.** — . . . The wages for a day's work paid to mechanics and teamsters employed in the construction of public works *as aforesaid* [see paragraph 1225] shall be not less than the customary and prevailing rate of wages for a day's work in the same trade or occupation in the locality, city or town where such public works are constructed: *provided, however, that no city or town in the construction of public works shall be required to give preference to veterans who are not residents of such city or town, over citizens of such city or town.* Any contractor who knowingly and wilfully violates the provisions of this section shall be punished by a fine of not more than one hundred dollars for each offence. [*Acts, 1909, c. 514, § 21, as am. by Acts, 1914, c. 474, § 1, by Gen. Acts, 1917, c. 260, and by Gen. Acts, 1919, c. 253.*]

**1177A. Salaries of elevator men employed by the county of Suffolk.** — The elevator men employed by the county of Suffolk in the court house of the said county shall hereafter receive a salary of \$780 a year, payable in weekly instalments.

This act shall take effect upon its approval by the mayor and city council of the city of Boston. [*Gen. Acts, 1915, c. 186, §§ 1, 2.*]

**1179A. Appropriation for payment of increase of wages due certain prison employees.** — [*See Res., 1916, c. 118.* For an act regulating the salaries of agents of the Massachusetts Bureau of Prisons, and for another relative to the salary of the parole clerk of the Massachusetts Reformatory, *see* respectively *Gen. Acts, 1919, cc. 266 and 206.*]

**1181A-C. Salaries of assistant engineers, firemen and helpers at the state house.** — Repealed by *Gen. Acts, 1919, c. 201, § 2.* Re-enacted in new form as follows: — (a) *Amounts stated.* — The following employees in the department of the sergeant-at-arms at the state house shall receive annual salaries as follows: — Assistant engineers, eighteen hundred and twenty dollars each; firemen, fourteen hundred and fifty-six dollars each; the helper to the steam fitter, fourteen hundred

dollars; and all other helpers not exceeding twelve hundred dollars each. [*Gen. Acts, 1919, c. 201, § 1.*]

(b) *Acts repealed.* — Gen. Acts, 1916, cc. 254, 255, and 267 are hereby repealed, and so much of any other act as is inconsistent herewith shall not apply to the subject-matter hereof. [*Gen. Acts, 1919, c. 201, § 2.*]

(c) *When to take effect.* — The increases in salary provided for by this act shall not take effect until an appropriation has been made sufficient to cover the same, and then as of the first day of June in the current year. [*Gen. Acts, 1919, c. 201, § 3.*]

**1181D. Wages of scrubwomen employed in Suffolk county courthouse.** — The scrubwomen employed by the county of Suffolk in the courthouse of the said county shall hereafter receive a weekly wage of \$10.

This act shall take effect upon its acceptance by the city council of the city of Boston with the approval of the mayor. [*Gen. Acts, 1917, c. 272, §§ 1, 2.*]

**1181DD. Minimum wage of scrubwomen employed by the commonwealth established.** — The minimum wage paid to scrubwomen employed by the commonwealth shall be not less than forty cents an hour. [*Gen. Acts, 1919, c. 243.*]

**1181E. Minimum wage for Worcester city laborers.** — The city council of the city of Worcester, with the approval of the mayor, is hereby authorized to establish by ordinance a minimum wage for all city laborers, or for laborers in specified departments. [*Sp. Acts, 1918, c. 84.*]

**1181F. Compensation of watchmen at the state house.** — (a) *Amounts stated.* — The annual compensation of watchmen in the state house shall be fifteen hundred dollars each, and that of the assistant watchmen, including the temporary watchmen appointed under Gen. Acts, 1918, c. 84, in the state house shall be \$1400 each. [*Gen. Acts, 1919, c. 202, § 1.*]

(b) *When to take effect.* — The increases in salary provided for by this act shall not take effect until an appropriation has been made sufficient to cover the same, and then as of the first day of June in the current year. [*Gen. Acts, 1919, c. 202, § 2.*]

**1181G. Sergeant-at-arms to employ additional watchmen.** — (a) *General provision.* — The sergeant-at-arms is hereby authorized to employ, for a period of one year, at annual salaries not exceeding twelve hundred dollars each, eight special watchmen for service in and about the state house, in addition to those already authorized, and such further number as the governor may at any time within the said period determine to be necessary. [*Gen. Acts, 1919, c. 315, § 1.*]

(b) *Preference to veterans.* — As to all appointments hereunder, citizens of Massachusetts who served in the army or navy of the United States in time of war and have been honorably discharged therefrom or released from active duty therein, shall be entitled to preference, and shall not be required to take a civil service examination. [*Gen. Acts, 1919, c. 315, § 2.*]

**1181H. Compensation of elevator operators at the state house.** — The annual compensation of each elevator operator in the state house shall be fourteen hundred dollars.

The increases in salary provided for by this act shall not take effect until an appropriation has been made sufficient to cover the same, and then as of the first day of June in the current year. [*Gen. Acts, 1919, c. 203, §§ 1 and 2.*]

**1181I. Salaries of the porters at the state house.** — The annual compensa-



tion of the chief porter in the state house shall be twelve hundred dollars, and that of each of the other porters shall be eleven hundred and fifty dollars.

The increases in salary provided for by this act shall not take effect until an appropriation has been made sufficient to cover the same, and then as of the first day of June in the current year. [*Gen. Acts, 1919, c. 215, §§ 1 and 2.*]

**1182A. Wages of assistant engineers at the state prison.** — Repealed by Gen. Acts, 1919, c. 157, § 2. Re-enacted in new form as follows:—The salaries of the engineers, assistant engineers and firemen in the service of the commonwealth at the state prison, Massachusetts reformatory and the reformatory for women shall be determined in accordance with the provisions of Gen. Acts, 1918, c. 228 [*see paragraph 1123A*] not exceeding such amounts as the general court may annually appropriate. [*Gen. Acts, 1919, c. 157, § 1.*]

**1182AA. Salaries of turnkeys and watchmen in the state prison and the Massachusetts reformatory.** — (a) *General provision.* — Turnkeys and watchmen in the service of the state prison and the Massachusetts reformatory who have been in the prison service for less than one year shall receive an annual salary of nine hundred and eighty dollars. Turnkeys and watchmen who have been in the prison service for more than one year shall receive for each additional year of service an increase in salary of one hundred and twenty dollars, until a maximum of seventeen hundred dollars is attained. [*Gen. Acts, 1919, c. 213, § 1.*]

(b) *When to become effective.* — The increases in salary provided for by this act shall not take effect until an appropriation has been made sufficient to cover the same, and then as of the first day of June in the current year. [*Gen. Acts, 1919, c. 213, § 2.*]

**1182B. Compensation of employees of the commonwealth in naval or military service.** — There shall be allowed and paid, out of the treasury of the commonwealth, to every employee of the commonwealth who has been or is hereafter mustered into the military or naval service of the United States during the present war, an amount equal to the difference between the compensation received by him from the United States, plus the compensation received as extra military pay, received from the commonwealth, and the amount which he was receiving from the commonwealth at the time when he was mustered in. The said payments shall continue so long as he continues in the military or naval service of the United States, but shall cease one month after the termination of the war. In case of his death in the said service his widow, minor children, parents or dependents shall receive the said sum until the termination of the war.

The said sums shall be payable monthly by checks signed by the treasurer and receiver general, which shall be sent to the person to whose order they are drawn, or to his wife, parent or child, or to any other person designated by the beneficiary by a writing filed with the treasurer and receiver general, or sent to him by mail. [*Gen. Acts, 1917, c. 301, §§ 1, 2.*]

**1182C. Certain national guardsmen to receive their salaries as state employees.** — *Resolved,* That there be allowed and paid out of the treasury of the commonwealth from the ordinary revenue, to those members of the national guard of Massachusetts, now or formerly in the employ of the commonwealth, who served as non-commissioned officers or privates on the Mexican border under the call of the president of June 19, 1916, the difference between the sums received by them as soldiers and the sums which they would have received as civilian employees of the commonwealth. The adjutant general shall furnish the auditor of the commonwealth

with the names of such employees, the sums of money received by them as national guardsmen, and the dates when they were mustered into and out of the federal military service. The auditor shall thereupon certify for payment the sums to which they are entitled under this resolve. [*Res., 1917, c. 43.*]

**1182D. Cities and towns may pay their employees enlisted in the U. S. service certain extra compensation.** — Cities and towns are hereby authorized to pay to employees leaving their service between March 25, 1917, and the close of the war, as determined by the United States government, for the purpose of entering the military or naval service of the United States, an amount equal to the difference between the compensation which such employees were receiving at the time of leaving such service and the pay which they receive while in said military or naval service under the acts of congress and of this commonwealth, including aid to their dependents. The payments herein provided for shall date from the time when the employee leaves the service of the city or town. Payments hereunder shall continue to be made for six months after the close of the war as determined aforesaid unless the recipient is sooner discharged.

This act shall take effect in cities upon its acceptance by the mayor and city council, or by the commission in cities where there is a commission form of government, and in towns upon its acceptance by the voters of the town at any regular or special town meeting. [*Gen. Acts, 1917, c. 254, §§ 1, 2.*]

**1182E. Compensation to be allowed state employees while serving in the militia.** — Any person in the service of the commonwealth shall be entitled, during the time of his service in the organized militia under the provisions of Acts, 1908, c. 604, §§ 141, 142, 151, 152 and 160, and acts in amendment thereof and in addition thereto, to receive pay therefor, without loss of his ordinary remuneration as an employee or official of the commonwealth, and shall also be entitled to the same leaves of absence or vacation with pay given to other like employees or officials. [*Gen. Acts, 1916, c. 126.*]

**1182F. Municipal and town positions vacated by men in military or naval service may be filled temporarily; salaries provided therefor.** — The mayor of any city, and the majority of a board composed of the selectmen, clerk and treasurer of any town, may, during the present war and for a period of six months after the end thereof, as fixed by federal authority, appoint a citizen of the city or town to perform the duties of any municipal officer, including the officers above mentioned or any member of a municipal board or commission, who is absent in the military or naval service of the United States. The person so appointed shall have the powers and duties, shall be subject to the obligations, and shall receive the compensation which pertain to the office to which he is appointed. Subject to the provisions of Gen. Acts, 1917, c. 254, compensation shall not be paid to absent officers whose places are filled by appointments made hereunder. Subject to the provisions of section two, temporary officers of a city appointed as aforesaid shall serve until the return of the absent officer, or until the expiration of the term for which he was chosen. Subject to the provisions of section two, temporary officers of a town appointed as aforesaid shall serve until the return of the absent officer, or until the date of the next annual town meeting. If the term of the absent town officer does not expire on or before the date of the said meeting a temporary officer shall be nominated and elected by the town in the manner provided by law for filling the said office, provided that the office is an elective one. If the office be an appointive one, it shall be filled by a temporary appointment made

by the appointing authority elected at the said meeting or elected prior thereto and continuing in office thereafter. The temporary officer so chosen shall serve until the return of the absent officer, or until the expiration of the term of the absent officer. Appointments made hereunder shall not be subject to the civil service laws or regulations, and may be revoked at any time by the appointing authority.

In case of the death of the absent officer, or of his removal from the city or town of which he was an officer, or of his permanent incapacitation for the duties of his office, the powers, duties and compensation of the person temporarily appointed shall cease, and the vacancy in the office shall be filled in the manner provided by law. [*Gen. Acts, 1918, c. 185, §§ 1, 2.*]

**1182G. Wages of Revere reserve police officers.** — The members of the reserve police force of the city of Revere shall when on duty be paid by the city such compensation as the mayor and municipal council may approve.

Section 4 of Acts, 1911, c. 144, is hereby repealed. [*Sp. Acts, 1918, c. 150, §§ 1 and 2.*]

**1182GG. Wages of Beverly police; law amended.** — The board of aldermen shall by ordinance determine the salary of the mayor and of all the officers of the city, except as is otherwise herein provided, and may in like manner change such salary or salaries from time to time, but no increase of salary shall be ordained after July first of any municipal year, nor shall any change in salary take effect until the municipal year succeeding that in which the ordinance is passed, *but any change in the salary of the members of the police or fire department shall take effect immediately upon the passage of an ordinance making the change.* [*Acts, 1910, c. 542, § 15, as am. by Sp. Acts, 1919, c. 75.*]

**1182H. Minimum salary for certain public school teachers.** — On and after January 1, 1919, the compensation of every teacher employed in any public day school in the commonwealth, except persons in training and those employed as temporary substitutes, shall be at the rate of not less than five hundred and fifty dollars for the school year in that school: *provided, however, that this act shall not apply to any town whose taxable valuation does not exceed one million dollars.* [*Gen. Acts, 1918, c. 197.*]

**1184. Pay rolls of cities to be sworn to.**<sup>1</sup> — It shall be unlawful for the treasurer or other fiscal officer of any city other than Boston to pay any salary or compensation to any person in the service or employment of the city unless the pay roll, bill or account for such salary or compensation shall be sworn to by the head of the department or by the person who is immediately responsible for the appointment, employment, promotion or transfer of the persons named therein, *or in case of the absence or disability of the head of the department or of such person, then by a person designated by the head of the department and approved by the mayor.* [*Acts, 1913, c. 520, § 1, as am. by Gen. Acts, 1918, c. 23.*]

#### HOURS OF LABOR.

**1193. Eight hours to constitute a day's work for public employees.**<sup>2</sup> — The service of all laborers, workmen and mechanics, now or hereafter employed by the commonwealth or by any county therein or by any city or town which has accepted

<sup>1</sup> For a provision relative to the salaries of town clerks and their assistants, see Gen. Acts, 1918, c. 291, § 11.

<sup>2</sup> For an act providing that the state printing contract shall be based on an eight-hour day, see Resolves, 1917, c. 123.

the provisions of R. L., c. 106, § 20, or of Acts, 1909, c. 514, § 42, or by any contractor or sub-contractor for or upon any public works of the commonwealth or of any county therein or of any such city or town, is hereby restricted to eight hours in any one calendar day, *and to forty-eight hours in any one week*, and it shall be unlawful for any officer of the commonwealth or of any county therein, or of any such city or town, or for any such contractor or sub-contractor or other person whose duty it shall be to employ, direct or control the service of such laborers, workmen or mechanics to require or permit any such laborer, workman or mechanic to work more than eight hours in any one calendar day, *or more than forty-eight hours in any one week*, except in cases of extraordinary emergency. Danger to property, life, public safety or public health only shall be considered cases of extraordinary emergency within the meaning of this section. In cases where a Saturday half holiday is given the hours of labor upon the other working days of the week may be increased sufficiently to make a total of forty-eight hours for the week's work. Threat of loss of employment or to obstruct or prevent the obtaining of employment or to refrain from employing in the future, shall each be considered to be "requiring" within the meaning of this section. Engineers shall be regarded as mechanics within the meaning of this act. (See paragraphs 1196 and 1196A for other sections of this act.) [Acts, 1909, c. 514, § 37, as am. by Acts, 1911, c. 494, § 1, and by Gen. Acts, 1916, c. 240, § 1.]

**1193A. Investigation concerning hours of labor of public employees.** — [See Resolves, 1915, c. 137.]

**1196. Act not to apply in certain cases.** — This act (see also paragraphs 1193 and 1196A) shall not apply to the preparation, printing, shipment and delivery of ballots to be used at a caucus, primary, state, city or town election, nor during the sessions of the general court to persons employed in legislative printing or binding; nor shall it apply at any time to persons employed in any state, county or municipal institution, on a farm, or in the care of the grounds, in the stable, in the domestic or kitchen and dining room service or in store rooms or offices, *nor to persons employed by the trustees of the Massachusetts nautical school, on boats maintained by the district police for the enforcement of certain laws in the waters of the commonwealth, or in connection with the care and maintenance of state armories.* [Acts, 1911, c. 494, § 4, as am. by Gen. Acts, 1916, c. 240, § 2.]

**1196A. When act is to take effect.** — This act (for other sections, see paragraphs 1193 and 1196) shall take effect on July 1, 1916: *provided, however*, that the provisions of section one shall not take effect in any city until accepted by vote of the city council, approved by the mayor, or by vote of the commission in any city under a commission form of government, nor in any town until accepted by the voters thereof at an annual meeting or at a special meeting called for the purpose. [Gen. Acts, 1916, c. 240, § 3.]

**1196B. Westfield to vote upon the acceptance of the eight-hour law.** — There shall be placed upon the official ballot to be used at the annual town meeting in the town of Westfield for the current year the following question: — "Shall the town accept the provisions of Acts, 1909, c. 514, § 42, as affected by Acts, 1911, c. 494, as am. by Gen. Acts, 1916, c. 240, which provides that eight hours shall constitute a day's work for city or town employees?" If a majority of the voters voting thereon vote in the affirmative, the said § 42 and the said c. 494, as amended, shall thereupon take effect in the town of Westfield. [Sp. Acts, 1917, c. 133.]

**1206A. Two-platoon system in the Holyoke fire department.** — The per-

manent members of the uniformed fire-fighting force in the city of Holyoke shall be divided by the board of fire commissioners of the city into two bodies or platoons which shall be designated as the day force and the night force. The hours of duty of each force shall be as prescribed by the said board.

During the continuance of a serious conflagration the officer, officers or board having charge of the fire-fighting shall have authority to summon and keep on duty any or all of the members of either force. A fire shall not be considered to be a serious conflagration within the meaning of this act unless a second or general alarm has been sounded.

The provisions of this act shall not be construed to affect, repeal, or annul, in whole or in part, any former act or municipal ordinance relating to the salaries, annual vacations, sickness or disability, or leave of absence of the members of the fire-fighting force of the city of Holyoke.

All ordinances of said city affecting the number that may be appointed as members of its fire-fighting force and the meal hours and days off of such members are hereby annulled. The provisions of Acts, 1912, c. 546, granting firemen one day off in five shall not hereafter apply to the city of Holyoke.

This act shall be submitted to the voters of the city of Holyoke at the state election for the current year and if accepted by a majority of the qualified voters voting thereon shall take effect on January 1, 1919; otherwise it shall not take effect. [*Sp. Acts, 1918, c. 128, §§ 1-5.*]

**1206B. Division into day and night forces of the permanent members of fire departments.** — (*a*) *Division into day and night forces.* — The permanent members of the uniformed fire-fighting force in every city and town which accepts the provisions of this act shall be divided by the fire commissioner, board of fire commissioners, chief engineer, board of engineers, or other officer or officers having charge of the fire-fighting force into two bodies or platoons, which shall be designated as a day force and a night force, and the day force and night force shall alternate on tours of duty every third day. [*Gen. Acts, 1919, c. 132, § 1.*]

(*b*) *Hours of duty of the day and night forces.* — The hours of duty of the day force shall be from eight o'clock ante meridian to six o'clock post meridian, and the hours of duty of the night force shall be from six o'clock post meridian to eight o'clock ante meridian: *provided*, that on every third day, for the purpose of alternating the day force with the night force and vice versa, the number of hours of duty herein stated may be exceeded, but one force shall be at liberty at all times except as is otherwise provided in section three of this act. [*Gen. Acts, 1919, c. 132, § 2.*]

(*c*) *Hours of duty in case of emergency.* — In case of a conflagration, the officer or board having charge of the fire-fighting force shall have full authority to summon and keep on duty any or all of the members of the fire-fighting force while the conflagration continues. [*Gen. Acts, 1919, c. 132, § 3.*]

(*d*) *Salaries, vacations, sick leaves, and pensions not to be affected.* — The provisions of this act shall not repeal or affect any act, ordinance or by-law relative to salary, pensions, annual vacations, sick or disability leave of absence of the members of the fire-fighting force in any city or town. Acts, 1909, c. 514, § 44, authorizing cities and towns to establish the hours of labor of firemen, Acts, 1912, c. 546, and Gen. Acts, 1915, c. 97, both of which provide for granting firemen one day off in five, shall not hereafter apply to the permanent members of the uniformed fire-fighting force in any city or town which accepts the provisions of this act. [*Gen. Acts, 1919, c. 132, § 4.*]

(e) *Certain ordinances repealed.* — All ordinances or by-laws, or parts thereof, affecting the number that may be appointed as members of its fire-fighting force, or the meal hours or days off of the members of the fire department of any city or town which accepts the provisions of this act are hereby repealed. [*Gen. Acts, 1919, c. 132, § 5.*]

(f) *Act to become effective upon acceptance by the voters of any city or town.* — Upon a petition of not less than ten per cent of the registered voters in any city or town, duly certified by the registrars of voters and filed with the secretary of the commonwealth not less than thirty days before any state election, the secretary of the commonwealth shall cause to be printed upon the official ballot to be used in such city or town at such state election the following question: — “Shall an act passed in the year nineteen hundred and nineteen, to provide for the division into day and night forces of permanent members of fire departments, known as the two platoon system be accepted?”

If a majority of the votes cast on the said question in any city or town are in the affirmative, this act shall take effect in such city or town ninety days thereafter. So much thereof as authorizes its submission to the voters of the various cities and towns shall take effect ninety days after its passage. [*Gen. Acts, 1919, c. 132, § 6.*]

#### VACATIONS, HALF-HOLIDAYS AND “DAYS OFF.”

##### **1211A. Vacations for employees of the Boston Municipal Printing Plant.**

— Employees of the municipal printing plant of the city of Boston who have been regularly employed therein for one year or more shall be granted annually a vacation of two weeks without loss of pay, at such times as in the opinion of the superintendent of the printing plant will cause the least interference with the regular work of the said plant. [*Sp. Acts, 1916, c. 129, § 1.*]

**1212-1214. “Day off” for members of fire departments.** — . . . The provisions of Acts, 1912, c. 546, granting firemen one day off in five shall not hereafter<sup>1</sup> apply to the city of Holyoke. [*Sp. Acts, 1918, c. 128, § 4.*]

**1212A. “Days off” for members of Leominster fire department.** — Members of the fire department of the city of Leominster, in addition to any annual vacation now or hereafter allowed, shall be excused from duty for one out of every five days, without loss of pay, at such times and in such manner as the chief, or other officer or board at the head of the fire department shall determine, subject to the right of the chief, or other officer or board, in case of a public emergency, to suspend the said privilege: *provided*, that the day off shall be granted as soon thereafter as is practicable. [*Sp. Acts, 1916, c. 144, § 1.*]

**1212B. Act to be submitted to voters for acceptance.** — This act shall be submitted to the voters of the city of Leominster at the next municipal election therein, and shall take effect upon its acceptance by a majority of the voters voting thereon; otherwise, it shall not take effect. [*Sp. Acts, 1916, c. 144, § 2.*]

**1214A. “Days off” for members of fire departments of certain cities.** — Members of the fire department of any of the cities hereinafter named which accepts the provisions of this act, as hereinafter provided, shall be excused from duty for one day out of every five days, without loss of pay. The time and the manner of so

<sup>1</sup> Effective January 1, 1919, if accepted by a majority of the qualified voters of the city of Holyoke voting thereon at the State election for the current year. See paragraph 1206A.

excusing them shall be determined by the chief, or other officer or board at the head of the fire department. [*Gen. Acts, 1915, c. 97, § 1.*]

**1214B. Firemen's "day off" may be cancelled, when.** — The chief, or other officer or board at the head of any such fire department shall have authority, in case of any public emergency, to prevent any member of the department from taking the day off herein provided for at the time when he is entitled thereto, or at the time assigned therefor, provided that such day off shall be granted to him as soon thereafter as is practicable; and such days shall be in addition to any annual vacation now or hereafter allowed to the members of said departments, and such annual vacation shall not be diminished on account of the days off herein provided for. [*Gen. Acts, 1915, c. 97, § 2.*]

**1214C. Act to be submitted to voters of certain cities.** — This act shall be submitted to the voters of the cities of Lowell, Taunton, Attleboro and Revere at the next municipal election therein, and shall take effect in any of the said cities upon its acceptance by a majority of the voters voting thereon; otherwise, it shall not take effect. [*Gen. Acts, 1915, c. 97, § 3.*]

**1216A. Saturday half-holiday for certain employees of the Massachusetts Agricultural College.** — The provisions of Acts, 1914, c. 688, and of the amendments thereof, relative to making Saturday a half-holiday for laborers, workmen and mechanics employed by or on behalf of the commonwealth and otherwise regulating their employment, shall apply to the Massachusetts Agricultural College. [*Gen. Acts, 1915, c. 288, § 1.*]

**1216B. Investigation relative to half-holidays of laborers, workmen and mechanics.** — *See Res., 1915, c. 137.*

**1217. Half-holiday for certain laborers and mechanics, etc.** — Laborers and mechanics in the service of the metropolitan water and sewerage board or the metropolitan park commission, except those employed in the pumping stations of the metropolitan water and sewerage board and at the bath-houses under the control of the metropolitan park commission, shall be given a half holiday each week without loss of pay, and, if practicable, the half holiday shall be on Saturday. If, however, the public service so requires, the metropolitan park commission and the metropolitan water and sewerage board may at any time during the year give to the laborers and mechanics in their service, in lieu of the said half holidays, days off duty without loss of pay equivalent in time to the half holidays which would otherwise be given under this act. [*Acts, 1912, c. 528, § 1, as am. by Acts, 1914, c. 455, and by Gen. Acts, 1916, c. 258.*]

**1217A. Vacations with pay for certain persons regularly employed by the commonwealth.** — All laborers, workmen and mechanics, who are within the provisions of Acts, 1911, c. 494 [*see paragraphs 1193–1196*], and amendments, and who are permanently in the service or employ of the commonwealth, of the metropolitan water and sewerage board or of the metropolitan park commission shall be entitled to an annual vacation of not less than twelve working days with pay.

This act shall take effect on December 1, 1919. [*Gen. Acts, 1919, c. 152, §§ 1 and 2.*]

**1219A. Vacations for laborers employed by cities and towns.** — Any city in which a majority of the voters at the last state election voted to accept the provisions of Acts, 1914, c. 217, may by vote of the city council, approved by the mayor, or by vote of the commission in any city under a commission form of government,

require the heads of the executive departments to grant a vacation of two weeks without loss of pay to any person regularly employed by such city who is classified as a common laborer, skilled laborer, mechanic or craftsman in the labor service, as classified by the civil service commission, under regulations established by said commission for cities to which the labor rules adopted by the civil service commission are or may become applicable. If such vacations are authorized, they shall be granted by the heads of the executive departments, and shall begin at such times as in the opinion of the heads of the executive departments will cause the least interference with the performance of the regular work of the city. [*Gen. Acts, 1915, c. 60.*]

**1219B. Half-holiday for county employees.**<sup>1</sup> — They [the county commissioners] may allow one half-holiday in each week without loss of pay to county employees, including therein laborers, mechanics and all other classes of workmen, during such portions of the year as they may determine. [*R. L., c. 20, § 26.*]

**1219C. Vacations for laborers in cities.** — The question of accepting the provisions of Acts, 1914, c. 217, relative to vacations for laborers, shall, in cities that have not accepted said provisions, be placed upon the ballot to be used at the next state election, and the said provisions shall take effect in any city in which the said question is answered in the affirmative by a majority of the voters voting thereon.

The provisions of Gen. Acts, 1915, c. 60, relating to vacations for laborers shall apply to any city which, under the provisions of § 1 hereof, votes to accept the provisions of said c. 217. [*Gen. Acts, 1917, c. 16, §§ 1, 2.*]

**1219D. Half-holiday for Somerville laborers, teamsters, etc.** — Laborers, teamsters and mechanics employed by the city of Somerville shall hereafter receive a half-holiday on Saturday without loss of compensation.

This act shall be submitted to the voters of the city of Somerville at the city election in the current year in the form of the following question to be placed on the official ballot: "Shall the laborers, teamsters and mechanics employed by the city of Somerville receive a half-holiday on Saturdays without loss of pay?"

YES.	<input type="checkbox"/>
NO.	<input type="checkbox"/>

If a majority of the voters voting on the said question vote in the affirmative, this act shall thereupon take effect; otherwise it shall be of no effect. [*Sp. Acts, 1917, c. 205, §§ 1, 2.*]

**1219E. Saturday half-holiday for certain employees of the city of Quincy.** — Laborers, teamsters and mechanics employed by the city of Quincy shall hereafter receive a Saturday half-holiday without loss of pay.

This act shall be submitted to the voters of the city of Quincy at the next city election in the form of the following question to be placed on the official ballot: "Shall the laborers, teamsters and mechanics employed by the city of Quincy receive a Saturday half-holiday without loss of pay?" If a majority of the voters voting on the said question vote in the affirmative, this act shall thereupon take effect; otherwise it shall not take effect. [*Sp. Acts, 1918, c. 32, §§ 1, 2.*]

YES.	<input type="checkbox"/>
NO.	<input type="checkbox"/>

**1219F. Saturday half-holiday for certain employees of the city of Waltham.** — Laborers, teamsters and mechanics employed by the city of Waltham shall hereafter receive a half-holiday on Saturday without loss of pay.

This act shall be submitted to the qualified voters of the said city at the city elec-

<sup>1</sup> This section was inadvertently omitted from the Handbook of Labor Laws, 1914.



tion in the current year in the form of the following question to be placed on the official ballot: "Shall the laborers, teamsters and mechanics employed by the city of Waltham receive a half-holiday on Saturdays without loss of pay?"

YES.	<input type="checkbox"/>
NO.	<input type="checkbox"/>

If a majority of the votes cast on said question are in the affirmative, this act shall thereupon take effect, but not otherwise. [*Sp. Acts, 1918, c. 80, §§ 1, 2.*]

#### PREFERENCE TO CITIZENS.

**1225. Preference to citizens in construction of public works.**<sup>1</sup> — In the employment of mechanics, teamsters and laborers in the construction of public works by the commonwealth, or by a county, city, town, or district, or by persons contracting therewith for such construction, preference shall first be given to citizens of the commonwealth who have served in the army or navy of the United States in time of war and have been honorably discharged therefrom or released from active duty therein, and who are qualified to perform the work to which the employment relates; and secondly, to citizens of the commonwealth generally, and, if they cannot be obtained in sufficient numbers, then to citizens of the United States; and every contract for such work shall contain a provision to this effect. . . . [*Acts, 1909, c. 514, § 21, as am. by Acts, 1914, c. 474, § 1, by Gen. Acts, 1917, c. 260, and by Gen. Acts, 1919, c. 253.*]

#### CORRUPT PRACTICES.

**1227A. Soliciting money from public employees for political purposes prohibited.** — No person holding public office or employment in the service of the commonwealth or of any county, city or town shall, directly or indirectly, demand or solicit any gift, payment, contribution or promise of money or other thing of value from any other person holding office or employment in the service of the commonwealth or of any county, city or town therein, for the political campaign purposes of any candidate for public office or of any political committee. [*Gen. Acts, 1918, c. 146, § 1.*]

**1227B. Paid employment of certain state officials or employees as to questions submitted to voters forbidden.** — (a) *General provision.* — It shall be unlawful for a member of the general court, or any paid official or employee of the commonwealth, to promote or oppose for a valuable consideration, the acceptance by the voters of any political subdivision of the commonwealth of any law conditioned to take effect therein upon such acceptance, or of any law or proposition for a law or constitutional amendment submitted under the provisions of the forty-eighth amendment to the constitution, or an expression of opinion by the voters on questions of public policy. [*Gen. Acts, 1919, c. 196, § 1.*]

(b) *Penalty for violation of the act.* — Any person taking or giving employment in violation of the provisions of section one shall be punished by a fine not exceeding one thousand dollars, or by imprisonment for a term not exceeding one year, or by both such fine and imprisonment. [*Gen. Acts, 1919, c. 196, § 2.*]

(c) *"Valuable consideration" in section one defined.* — Valuable consideration as used in this act shall not be construed to mean reimbursement for expenses actually incurred. [*Gen. Acts, 1919, c. 196, § 3.*]

<sup>1</sup> See also Gen. Acts, 1919, c. 89, for an act creating a preference in labor to veterans in all contracts by the Massachusetts Highway Commission securing federal aid in the construction of highways.

**1228A. Solicitations forbidden in public buildings.** — No person shall in any building or in any room of any building occupied for state, county or municipal purposes demand or solicit any payment or gift of money or other thing of value from any person holding office or employment in the service of the commonwealth or of any county, city or town therein, for the purposes set forth in section one.<sup>1</sup> [*Gen. Acts, 1918, c. 146, § 2.*]

**1228B. Penalties for violations of the act.** — Whoever violates any provision of this act shall be deemed guilty of a corrupt practice, and shall be punished by imprisonment for not more than six months, or by a fine of not more than one thousand dollars.

If a person holding an elective office in the service of the commonwealth or of any county, city or town therein, except membership in the general court, is convicted of violating, in the course of his campaign for such office, any provision of this act, proceedings may be brought against him under the provisions of Acts, 1914, c. 783, and acts in amendment thereof, relating to corrupt practices, for a forfeiture of the office to which he was elected, and any officer or employee holding an appointive office who is convicted of violating any provision of this act may be summarily removed by the appointing authority without a hearing. [*Gen. Acts, 1918, c. 146, §§ 3, 4.*]

## 16. RAILROAD LABOR.

### HOURS OF LABOR.

**1239. Hours of labor of motormen, conductors, etc.** — A day's work for all conductors, guards, drivers, motormen, brakemen, *dispatchers* and gatemen who are employed by or on behalf of a street railway or elevated railway company shall not exceed 9 hours, and shall be so arranged by the employer that it shall be performed within 11 consecutive hours. No officer or agent of any such company shall require from said employees more than 9 hours' work for a day's labor. Threat of loss of employment or threat to obstruct or prevent the obtaining of employment by the employees, or threat to refrain from employing any employee in the future shall be considered coercion and "requiring", within the meaning of this section. But nothing herein shall prevent an employee of the character mentioned in this act, if he so desires, from working more hours than those prescribed in the act for extra compensation. [*Acts, 1906, c. 463, Pt. III, § 95, as last am. by Acts, 1913, c. 833, § 1, and by Gen. Acts, 1915, c. 277.*]

### INJURIES TO RAILROAD EMPLOYEES.<sup>2</sup>

**1271. Tools to be carried on trains.** — Every railroad corporation shall equip each of its trains, for use in case of accident, with two car replacers, two jack screws, two crowbars, one pinch bar, one claw bar, one spike hammer, two sharp axes, and ropes or chains suitable for hauling cars; and shall also equip each car of every passenger train which is owned or regularly used by it, including mail and baggage cars, with two sets of tools, consisting of an axe, a sledge hammer, a crowbar, handsaw and pail, which shall be maintained in good condition, and one set of which shall be kept upon the inside and the other upon the outside of every such car, in a convenient

<sup>1</sup> See paragraph 1227A.

<sup>2</sup> For an act further regulating the reports of evidence at inquests in cases of deaths by accidents to passengers and employees on railroads and railways, see General Acts, 1917, c. 94.

place and in a manner approved by the *public service commission*; but one set shall be sufficient if so placed as to be accessible both from the inside and outside of such car: *provided, however, that said commission may require trains or cars to be equipped with other tools in substitution for, or in addition to, those above prescribed.* A corporation which violates the provisions of this section shall forfeit five hundred dollars. [*Acts, 1906, c. 463, Pt. II, § 168, as am. by Gen. Acts, 1917, c. 41.*]

**1286. Action if death follows conscious suffering.** — If the injury described in the preceding section [see *Acts, 1909, c. 514, § 127*], or an injury caused by the negligence of the employer himself, results in the death of the employee, and such death is not instantaneous or is preceded by conscious suffering, and if there is any person who would have been entitled to bring an action under the provisions of the following section [see *Acts, 1909, c. 514, § 129*] the legal representatives of said employee may, in the action brought under the provisions of the preceding section [see *Acts, 1909, c. 514, § 127*], recover damages for the death in addition to those for the injury; and in the same action, under a separate count at common law, may recover damages for conscious suffering resulting from the same injury. [*Acts, 1909, c. 514, § 128, as am. by Gen. Acts, 1915, c. 179.*]

## 17. PRISON LABOR.

**1312. Removal of prisoners.** — [The director of the Massachusetts bureau of prisons] may remove prisoners from the Massachusetts reformatory, the state farm, and the jails and houses of correction to the *camp section of the prison camp and hospital, and from the state prison such prisoners other than those serving sentences for life as have shown by their conduct and disposition that they would be amenable to less rigorous discipline and would benefit from work in the open air*; and may, at any time, return them to the place of imprisonment from which they were removed. [*R. L., c. 225, § 96, as am. by Acts, 1905, c. 240, § 1, and by Gen. Acts, 1916, c. 76, § 1.*]

**1315. Classification of prisoners.** — *The director of prisons may, with the approval of the governor and council, provide for grading and classifying the prisoners in the state prison and in the Massachusetts reformatory and in the reformatory for women and may establish rules for dealing with the prisoners in the state prison according to their conduct and industry and with the prisoners in the Massachusetts reformatory and in the reformatory for women according to their conduct, industry in labor and diligence in study.*<sup>1</sup> [*R. L., c. 225, § 15, as affected by Acts, 1916, c. 241, and as am. by Gen. Acts, 1918, c. 257, § 475.*]

**1323A. Preparation of road material at the prison camp and hospital.** — The superintendent of the prison camp and hospital at Rutland, may, with the approval of the board of prison commissioners, employ the prisoners confined in the camp section of the said prison camp and hospital in the preparation of road material, and for this purpose is authorized to use such machinery as said board may consider necessary. [*Gen. Acts, 1915, c. 260, § 1.*]

**1323B. Investigation relative to widening a certain highway by prison labor.** — [*See Res., 1915, c. 60.*]

**1330A. Articles made by labor of prisoners to be used by certain public institutions.** — No provision contained in any city charter shall affect the provisions of *R. L., c. 225, § 45, as amended by Acts, 1912, c. 565, § 1, relative to the purchase*

<sup>1</sup> In effect February 1, 1920. See *Gen. Acts, 1919, c. 5.*

for the use of the public institutions of the city of such articles and materials as are manufactured by the labor of prisoners. [*Gen. Acts, 1919, c. 45.*]

**1335. Making of goods for the use of public institutions by the labor of prisoners.** — For the purpose of determining the styles, designs and qualities of articles and materials to be made by the labor of prisoners for use in the public institutions in accordance with R. L., c. 225, § 45, the superintendents of institutions for the insane, the superintendents of other charitable institutions, and the officers in charge of penal and reformatory institutions, respectively, shall hold meetings annually in May. The day and place of each of said meetings shall be assigned by the prison commissioners who shall give to the officers concerned at least 10 days' notice thereof. If a superintendent or officer in charge is unable to be present at a meeting he may delegate one of his assistants to attend in his behalf. Each meeting shall organize by the choice of a chairman and clerk; and within one week after the meeting, these officers shall formally notify the prison commissioners of the styles, designs and qualities adopted by the meeting for use in each class of institutions. The expense of attending any of said meetings shall be repaid to the respective officers in the same way as other travelling expenses are paid; and any other expense of the meetings shall be paid from the Prison Industries Fund upon the approval of the prison commissioners. [*Acts, 1910, c. 414, § 1, as am. by Gen. Acts, 1915, c. 207, § 1.*]

**1336. Descriptive list of styles, designs, etc., to be issued.** — In September of each year the prison commissioners shall issue to said superintendents and officers in charge a descriptive list of the styles, designs and qualities of said articles and materials; and the requisitions named in R. L., c. 225, § 54 shall conform to the said list, unless it appears that the needs of an institution demand a special style, design or quality. Any difference between the prison officials and the institutions in regard to styles, designs and qualities shall be submitted to arbitrators whose decision shall be final. One of said arbitrators shall be named on behalf of the prison by the chairman of the prison commissioners, one by the principal officer of the other institution concerned, and one by agreement of the other two. The arbitrators shall be chosen from the official service and shall receive no compensation for performance of any duty under this act; but their actual and necessary expenses shall be paid by the prison or other institution against which their award is given. [*Acts, 1910, c. 414, § 2, as am. by Gen. Acts, 1915, c. 207, § 2.*]

**1337. Estimate of materials needed, to be sent to the prison commissioners annually.** — Annually in November the principal officers of all public institutions included by the terms of R. L., c. 225, § 45, shall send to the prison commissioners an estimate of the quantities of the articles and materials that will be needed for their respective institutions during the ensuing calendar year. Said estimates shall generally observe the styles, designs and qualities named in the descriptive list; and if any special style is desired in considerable quantity, the estimate shall contain a request that the prison commissioners will arrange for the manufacture of such special articles as may be needed. [*Acts, 1910, c. 414, § 3, as am. by Gen. Acts, 1915, c. 207, § 3.*]

**1340A. Receipts from farm and poultry products.**<sup>1</sup> — Receipts from the sale of farm and poultry products or other materials produced by the labor of prisoners at the prison camp and hospital shall be paid into the treasury of the commonwealth monthly. So much thereof as may be necessary to pay the expense of providing machinery, equipment and other things necessary, including services of supervision

<sup>1</sup> For section 1 of this act, see paragraph 1323A.

to conduct the activities which produce the receipts above referred to, may be paid therefrom on schedules of vouchers approved by the superintendent and board of prison commissioners without specific appropriation. The surplus of the receipts remaining at the end of the fiscal year after making payments as above authorized shall be transferred and applied towards the maintenance expenses of said institution. [*Gen. Acts, 1915, c. 260, § 2.*]

**1350. Establishment of prison camp.** — After such land has been so taken, the prison commissioners, with the approval of the governor and council, shall cause iron buildings of cheap construction to be erected thereon for the accommodation of prisoners. When such buildings are ready for occupancy, the governor may issue his proclamation establishing on such land a temporary industrial camp for prisoners, and the prison commissioners may appoint a superintendent thereof, who shall hold his office at their pleasure, give such bond as they require, receive such salary as they determine and who shall have the custody of all prisoners removed thereto. The superintendent, with the approval of the prison commissioners, may appoint and determine the compensation of assistants, and they shall hold their office at his pleasure. [*R. L., c. 225, § 65, as am. by Gen. Acts, 1916, c. 183, § 1.*]

**1352A. Power to release prisoners transferred.** — All the powers of the board of prison commissioners to release a prisoner from the prison camp and hospital on permit to be at liberty, to revoke a permit so issued, and to return him to the prison camp and hospital, are hereby transferred to and vested in the board of parole for the state prison and the Massachusetts reformatory. [*Gen. Acts, 1915, c. 141.*]

**1356A. Use of prison labor in improvement of lands at the Rutland Sanatorium.** — [*See Res., 1916, c. 108.*]

**1361. County commissioners may purchase or lease land; or use prison labor for agricultural or domestic purposes.** — The county commissioners of any county may purchase or lease land with funds specifically appropriated therefor by the general court for the purpose of improving and cultivating it by the labor of prisoners from a jail or house of correction; and the said commissioners may also make arrangements with the Massachusetts highway commission or with the officials of a city or town to work said prisoners on any highway or unimproved land, or with a private owner, to improve waste or unused land, or land used for agricultural or domestic purposes, by means of such prison labor. When prisoners are so employed they shall be in the custody of the sheriff of the county. When land that is not the property of the county, or is a highway, is so improved, the owners thereof or those having in charge the highway shall pay to the county such sums as may be agreed upon between the county commissioners, sheriff, and the other parties in interest, for the labor of any prisoners employed thereon. [*Acts, 1913, c. 633, § 2, as am. by Acts, 1914, c. 180, by Gen. Acts, 1915, c. 177, and by Gen. Acts, 1918, c. 159.*]

**1361A. Director of prisons may purchase or lease land for cultivation by prison labor, etc.** — The director of prisons may purchase or lease land, with funds specifically appropriated therefor by the general court, for the purpose of improving and cultivating it by the labor of prisoners from the prison camp and hospitals; and the director of prisons may also make arrangements with officials of the commonwealth and officials of cities and towns to employ the said prisoners on any unimproved land, and in the construction, repair and care of public institutions and highways adjacent thereto. When prisoners are so employed they shall be in the custody of the superintendent of the prison camp and hospital. There shall be paid into the treasury of

the commonwealth monthly for the labor of any prisoners employed as above provided, such sums as may be agreed upon between the director of prisons, the superintendent of the prison camp and hospital and the other parties in interest. The director of prisons shall annually file an estimate, at the same time and in the same manner as estimates for the maintenance of the institutions under his control are required to be filed, calling for an appropriation to carry out the provisions of this act, including the necessary services of supervision. Expenditures from the appropriation shall be made upon schedules, with vouchers, approved by the superintendent and the director of prisons; but the expenditures in any year shall not exceed the amount of the receipts during that year from the employment of prisoners as aforesaid; and if in any year the said receipts exceed the expenditures, the excess shall be transferred and applied toward the maintenance of the prison camp and hospital. [*Acts, 1913, c. 633, § 2, as am. by Acts, 1914, c. 180, by Gen. Acts, 1915, c. 177, and by Gen. Acts, 1917, c. 129.*]

**1361B. Establishment of county industrial farms.** — (a) *County commissioners may purchase and lease land for such farms, etc.* — The county commissioners of any county may, subject to the approval of the director of prisons, purchase, take by right of eminent domain, or lease, in behalf of the county, a tract of land not exceeding five hundred acres in area for use as a county industrial farm, and may reclaim, cultivate and improve the same. The work of reclaiming, cultivating and improving the said land, shall, so far as is practicable, be done by prisoners transferred thereto as hereinafter provided. If the land is taken by right of eminent domain, said commissioners shall file in the registry of deeds of the district in which the land is situated a plan and description thereof sufficiently specific for identification, whereupon the title thereto shall vest in the county in fee: *provided*, that no land, right or interest therein, which has been registered under the provisions of R. L., c. 128, shall be deemed to have been taken until a description thereof has been filed in accordance with the provisions of § 89 of said chapter. If said commissioners cannot agree with the owner of land thus taken as to his compensation, he shall have the remedy now provided in the case of land taken for highways. At any time after said land has been reclaimed, cultivated and improved, the same may be sold if the county commissioners determine that it is for the best interest of the county. [*Gen. Acts, 1917, c. 258, § 1.*]

(b) *The commissioners may erect necessary buildings thereon.* — Said commissioners may erect on said land such temporary buildings of inexpensive construction as they shall consider necessary for the proper housing of prisoners, and for other purposes in no case, however, costing over \$3,000. If the land which has been reclaimed, cultivated and improved, as aforesaid, shall be sold, the proceeds of the sale shall be placed in the treasury of the county and shall be used, so far as is possible, for the payment of loans made as hereinafter provided. Any surplus thereof shall be used for general county purposes. No building used for housing the prisoners shall be constructed until the director of prisons has approved the plans therefor. The commissioners may appoint, and at any time remove, a superintendent for said farm and such assistants as, in their opinion, are needed for its proper management. [*Gen. Acts, 1917, c. 258, § 2.*]

(c) *Provision for removal of prisoners to such farms.* — On the request of said commissioners, the sheriff of the county shall remove to said farm such prisoners *as in the opinion* of the commissioners can advantageously be employed thereon in carrying out the purposes and provisions of this act; and on the order of the said commissioners the sheriff shall return any prisoner to the jail or house of correction from which he

was taken, or to which he was sentenced. *The superintendents of industrial farms shall have the custody of all prisoners removed thereto, and a prisoner who escapes or attempts to escape therefrom shall be punished therefor by imprisonment in a jail or house of correction for not more than one year. Permits to be at liberty shall be issued to the inmates of county industrial farms and revoked in the manner provided by law for the issuance or revocation of permits to prisoners in jails and houses of correction.* [Gen. Acts, 1917, c. 258, § 3, as am. by Gen. Acts, 1918, c. 156, § 1.]

(d) *County commissioners may borrow money for such purposes; interest may change during the war.* — To meet the expenses incurred under the provisions of this act, the county commissioners are hereby authorized to borrow from time to time, upon the credit of the county, such sums as may be needed, and to issue bonds or notes therefor, which shall bear on their face the words, County of \_\_\_\_\_, Industrial Farm Loan, Act of 1917, and shall be payable by such annual payments, beginning not more than one year after the dates thereof, as will extinguish each loan within

\_\_\_\_\_ years from its date. The amount of such annual payment of any loan in any year shall not be less than the amount of the principal of the loan payable in any subsequent year. Each issue of bonds or notes shall constitute a separate loan. The said bonds or notes shall bear interest at a rate not exceeding five per cent per annum, payable semi-annually, *except that during the continuance of the present war and for one year thereafter the rate of interest may exceed five per cent per annum when necessary*, and shall be signed by the treasurer of the county and countersigned by a majority of the county commissioners. The county may sell the said securities at public or private sale, upon such terms and conditions as the county commissioners may deem proper, but not for less than their par value, and the proceeds shall be used only for the purposes above specified. [Gen. Acts, 1917, c. 258, § 4, as am. by Gen. Acts, 1918, c. 156, § 2.]

(e) *Such expenses to be borne as part of the county tax.* — The county commissioners, at the time of authorizing each loan, shall provide for the payment thereof in accordance with the provisions of § 4, and a sum sufficient to pay the interest as it accrues and to make such payments on the principal as may be required under said provisions, shall be levied annually thereafter as a part of the county tax of the county in the same manner as other county taxes, until the debt incurred by said loan or loans is extinguished. [Gen. Acts, 1917, c. 258, § 5.]

## 18. LEGAL HOLIDAYS.<sup>1</sup>

**1362. January 1, a legal holiday — referendum.** — The words "legal holiday" shall include *the first day of January, the twenty-second day of February, the nineteenth day of April, the thirtieth day of May, the fourth day of July, the first Monday of September, the twelfth day of October, Thanksgiving day and Christmas day, or the day following when any of the five days first mentioned, the twelfth day of October or Christmas day occurs on Sunday; and the public offices shall be closed on all of said days.* [R. L., c. 8, § 5, clause 9, as last am. by Acts, 1911, c. 136, and by Gen. Acts, 1916, c. 104, § 1.]

<sup>1</sup> For an act authorizing the governor to designate by proclamation a holiday for the proper observance throughout the commonwealth of Massachusetts, of the return of soldiers, sailors and marines, see Gen. Acts, 1919, c. 126.

**1362A. The provision relative to making January first a legal holiday to be referred to voters.** — This act shall be referred to the people for their rejection or approval at the polls, and shall be voted on at the next annual state election, and shall become law if approved by a majority of the voters voting thereon. The act shall be referred in the form of the following question to be placed upon the official ballot: "Shall an act passed by the General Court in the year 1916, to make the first day of January, known as New Year's Day, a legal holiday, be approved and become law?" [*Gen. Acts, 1916, c. 104, § 2.*]

YES	<input type="checkbox"/>
NO	<input type="checkbox"/>

## 19. SUNDAY LABOR AND WEEKLY DAY OF REST.

### SUNDAY LABOR.

**1369. Prohibition of labor, etc.; exceptions; Sunday licenses.** — Whoever, on the Lord's day, keeps open his shop, warehouse or workhouse, or does any manner of labor, business or work, except works of necessity and charity, or takes part in any sport, game, play or public diversion, except a concert of sacred music or a *public entertainment duly licensed as provided by section one of this chapter and acts in amendment thereof and in addition thereto, or a free open air concert given by a city or town or by license of the mayor of a city or the selectmen of a town, upon a common or public park, street or square,*<sup>1</sup> shall be punished by a fine of not more than fifty dollars for each offence; and the proprietor, manager or person in charge of such game, sport, play or public diversion, except as aforesaid, shall be punished by a fine of not more than five hundred dollars for each offence. [*R. L., c. 98, § 2, as am. by Acts, 1904, c. 460, § 2, and by Gen. Acts, 1918, c. 257, § 336.*]

**1369A. Public entertainments may be attended on the Lord's day.**<sup>1</sup> — The preceding sections [*R. L., c. 98, §§ 1-4*], shall not be held to prohibit *the giving, being present at, or taking part in, on the Lord's day, a concert of sacred music, or a public entertainment duly licensed as provided in section one of this chapter and all acts in amendment thereof and in addition thereto, or a free open air concert given by a city or town, or by license of the mayor and aldermen of a city or the selectmen of a town, upon a common, public park, street or square.* [*R. L., c. 98, § 5, as am. by Acts, 1904, c. 460, § 3, and by Gen. Acts, 1918, c. 257, § 338.*]

**1370A. Cultivation of land and transportation of farm products permitted.** — The cultivation of land, and the raising, harvesting, conserving and transporting of agricultural products on the Lord's day shall not be unlawful, during the existence of war, and until the first day of January following the termination thereof, between the United States and any other nation. [*Gen. Acts, 1917, c. 207, § 1.*]

**1371A. Certain retail dealers may be licensed to sell on Sunday.**<sup>1</sup> — The licensing board or officer in any city or town, and if there is no such board or officer, the mayor and aldermen of a city, or the mayor and city council, in case there are no aldermen, and the selectmen of towns, may grant licenses to reputable persons who on secular days are retail dealers of ice cream, confectionery, soda water or fruit, to keep open their places of business on the Lord's day for the sale of ice cream, confectionery, soda water or fruit. [*Acts, 1909, c. 423, § 1, as am. by Gen. Acts, 1918, c. 257, § 337.*]

<sup>1</sup> In effect February 1, 1920. See *Gen. Acts, 1919, c. 5.*



20. HOUSING OF WORKING PEOPLE.<sup>1</sup>

**1390A. Powers and duties of planning boards may be enlarged.** — A town planning board may, if so authorized by vote of the town, act as park commissioners therein, and may be vested with all the powers and duties now or hereafter by law vested in the park commissioners of towns. [*Gen. Acts, 1915, c. 165.*]

**1391A. Public lodging houses in certain cities.** — In cities of over fifty thousand inhabitants every building not licensed as an inn, in which ten or more persons are lodged for a price of twenty-five cents or less for each person for a day of twenty-four hours, or for any part thereof, shall be deemed a public lodging house within the meaning of this act. *No building or part thereof hereafter erected, altered or converted to be used as such a public lodging house shall have the sleeping compartments arranged on the cubicle plan.* [*Acts, 1904, c. 242, § 1, as affected by Acts, 1911, c. 129, and as am. by Gen. Acts, 1915, c. 160.*]

**1396A. Relieving congestion of population and providing homes for citizens.** — [For a resolve submitting to the people a proposed amendment to the constitution, "empowering the general court to authorize the taking of land to relieve congestion of population and to provide homes for citizens" in 1915, *see Res., 1915, c. 129.*]

## 21. MISCELLANEOUS.

**1400A. Mechanics' tools to be exempt from taxation.** — . . . Eleventh, The wearing apparel and farming utensils of every person; his household furniture *used in the dwelling which is the place of his domicile* not exceeding one thousand dollars in value; and the necessary tools of a mechanic not exceeding three hundred dollars in value. [*Acts, 1909, c. 490, Pt. I, § 5, cl. 11, as am. by Gen. Acts, 1918, c. 42, § 1.*]

**1408. Support of free beds in hospitals.** — Repealed by *Gen. Acts, 1919, c. 333, § 15.*

**1410A. Postponing the taking effect of Gen. Acts, 1918, c. 257.<sup>2</sup>** — This act shall take effect on February 1, 1920. [*Gen. Acts, 1918, c. 257, § 478, as last am. by Gen. Acts, 1919, c. 5.*]

**1411. Special commission to study and report on social insurance.<sup>3</sup>** — [By *Res., 1916, c. 157* a special commission to be known as the Commission on Social Insurance was created, and instructed to study the effects of sickness, unemployment and old age, and to recommend to the general court appropriate legislation for the protection of wage earners from such burdens.]

**1413. Appointment of a special commission on social insurance.** — [By *Res., 1917, c. 130*, a special commission was appointed for further investigating (1) the extent to which poverty occasioned by sickness might be alleviated; (2) the health of wage earners; and (3) the conditions under which they work, with the additional duty of suggesting, with drafts of legislation, remedies for the same. *See also paragraph 1411.*]

<sup>1</sup> *See also* under Homestead Commission, pp. 22 and 23.

<sup>2</sup> Paragraphs affected are indicated by appropriate footnotes.

<sup>3</sup> For a resolve creating the additional duties for the special commission on social insurance to investigate and report on the hours of labor in industries operated continuously for 24 hours, with drafts of proposed legislation, *see Resolves, 1916, c. 164.*

**1414. Massachusetts Bureau of Immigration established.**<sup>1</sup> — *a. Appointment and organization.* — The Massachusetts Bureau of Immigration is hereby established to consist of five persons, to be appointed by the governor with the advice and consent of the council, for terms of one, two, three, four and five years, respectively, from June 1, 1917, as the governor may specify. One member shall be a woman, and at least two members shall by nativity or descent be of the races most largely represented in the immigration to Massachusetts during the ten years preceding their appointment. Thereafter, as the term of any member expires, the governor shall annually appoint, in like manner, one member for the term of five years. He shall fill any vacancy for the unexpired term, and may remove any member for cause with the approval of the council. The governor shall designate one member to serve as chairman who may be known as the director of immigration. All of the members shall serve without compensation, but they shall be reimbursed for expenses necessarily incurred in the performance of their duties, and they shall be furnished with suitable quarters in the state house. The bureau may appoint an executive secretary, clerks and other assistants, and may pay them such salaries and may incur such other expenses, including travelling expenses, not exceeding such sums as may be appropriated therefor by the general court, as it may deem necessary and proper, subject, however, to the approval of the governor and council. [*Gen. Acts, 1917, c. 321, § 1.*]

*b. Duties and powers of the bureau.* — It shall be the duty of the bureau to employ such methods, subject to existing laws, as, in its judgment, will tend to bring into sympathetic and mutually helpful relations the commonwealth and its residents of foreign origin, to protect immigrants from exploitation and abuse, to stimulate their acquisition and mastery of the English language, to develop their understanding of American government, institutions and ideals, and generally to promote their assimilation and naturalization. For the above purposes, the bureau shall have authority to co-operate with other officers, boards, bureaus, commissions and departments of the commonwealth, and with all public agencies, federal, state or municipal. It shall have authority to investigate the exploitation or abuse of immigrants, and in making any investigation it may require the attendance of witnesses and the production of books and documents relating to the matter under investigation. [*Gen. Acts, 1917, c. 321, § 2.*]

*c. Appropriation for the fiscal year.* — The commission is hereby authorized to expend for the purposes of this act during the current fiscal year a sum not exceeding \$10,000. [*Acts, 1917, c. 321, § 3.*]

**1415. Manufacturing corporations may provide for the representation of their employees on the board of directors.** — A manufacturing corporation may provide by by-law for the nomination and election by its employees of one or more of them as members of its board of directors.

All elections under the provisions of section one shall be held at the works of the corporation on the day of the annual meeting, and the voting shall be by secret ballot.

If less than a majority of those entitled to vote participate in the election there shall be no election, and the vacancy shall be filled as the by-laws may prescribe.

A director elected by the employees shall have the same rights and powers and shall be subject to the same duties and responsibilities as a director elected by the stockholders. [*Gen. Acts, 1919, c. 70, §§ 1-4.*]

<sup>1</sup> For an act urging the promotion of Americanization through the education of adult persons unable to use the English language, see *Gen. Acts, 1919, c. 295.*

**1416. Unlawful to maintain or increase unreasonably the price of any necessary of life.**<sup>1</sup> — Maintaining or increasing unreasonably the price of any necessary of life is hereby declared to be unlawful. Whoever, in combination or association with another or others, enters into any agreement or understanding to maintain or increase or cause to be maintained or increased unreasonably the price of any necessary of life shall be deemed guilty of criminal conspiracy, and upon conviction thereof shall be punished by imprisonment in the house of correction for a term of not more than two years, or by a fine of not more than one thousand dollars, or by both such fine and imprisonment.

Prosecutions under this act shall be under the control of and shall be conducted by the attorney-general of the commonwealth or by an assistant designated by him for the purpose. [*Gen. Acts, 1919, c. 298, §§ 1 and 2.*]

**1417. General reorganization of State departments, when to take effect.** — So much of this act as authorizes appointments by the governor and council shall take effect on November 15, 1919. So much as relates to each department shall take effect upon the appointment and qualification of the officers having the supervision and control thereof, but not before December 1, 1919. All other provisions thereof shall take effect on December 1, 1919. [*Gen. Acts, 1919, c. 350, § 130.*]

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<sup>1</sup> Although not strictly labor legislation, this act so materially affects the interests of wage-earners that it has been included in this Bulletin. For an act establishing a special commission to investigate as to the causes and remedies of the increased cost of living, see *Gen. Acts, 1919, c. 341.*

## II.

INDEX TO BILLS AFFECTING LABOR INTRODUCED DURING  
THE LEGISLATIVE SESSION OF 1919.

## ABBREVIATIONS.

*General.* Ac., Accepted; Adop., Adopted; Am., Amended; G., General Acts; H., House; L. W., Leave to Withdraw; N. D., New Draft; N. G. C., Next General Court; N. L., No Legislation Necessary; N. P., Ought Not to Pass; O. P., Ought to Pass; O. P. Ch., Ought to Pass Changed; Rec., Recommended; Rej., Rejected; Rep., Reported; Rep. Ch., Reported Changed; Res., Resolve; S., Senate; Sp., Special Act; Sp. Rep., Special Report; Sub., Substituted; T., Tabled.

*Committees.* Adm. and C., Administration and Commissions; Ag., Agriculture; B. and B., Banks and Banking; Cit., Cities; Cons. Am., Constitutional Amendments; Cos., Counties; Ed., Education; F. R., Federal Relations; F. and G., Fisheries and Game; H. B. 3d R., House Bills in Third Reading; H. W. and M., House Ways and Means; Ins., Insurance; J. J., Joint Judiciary; Jt. R., Joint Rules; Jt. W. and M., Joint Ways and Means; La., Labor; L. A., Legal Affairs; M. F., Municipal Finance; Mer. Aff., Mercantile Affairs; Met. Aff., Metropolitan Affairs; Mil. Aff., Military Affairs; P. H., Public Health; P. I., Public Institutions; P. S., Public Service; R. and B., Roads and Bridges; Reconst., Reconstruction; S. B. 3d R., Senate Bills in Third Reading; S. W., Social Welfare; S. W. and M., Senate Ways and Means; Tax., Taxation; Tns., Towns; W. and M., Ways and Means of both House and Senate.

## 1. EMPLOYMENT.

House or Senate Bill	SUBJECT MATTER.	Committee to which Referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
	<b>a. State Public Employment Offices.</b>				
H. 20	Regulation and restriction of private employment agencies and bureaus.	L. A.	L. W.	Ac.	-
H. 121	Regulation of employment by establishment of municipal offices.	L. A.	L. W.	Ac.	-
H. 623	Control of public and private employment offices, by the State Board of Labor and Industries.	L. A.	L. W.	Ac.	-
	<b>b. Employment of Public School Teachers.</b>				
S. 349	Certification of public school teachers, . . .	Ed.	S. 591	- <sup>1</sup>	-
S. 355	Duties of school committees as to appointment of teachers.	Ed.	H. 1852	-	-
S. 398	Employment of school superintendents, etc., .	Ed.	Rep.	N. L. <sup>1</sup>	-
S. 591	Certification of public school teachers (based on S. 349).	Ed. W. & M.	O. P. N. G. C.	-	-
H. 1852	Duties of school committees and superintendents as regards salaries, duties, and dismissal of teachers (based on S. 355).	Ed.	Rep.	Ac. Bill rej. by H.	-
	<b>c. Employment of Soldiers, Sailors, and Marines.</b>				
S. 122	Urging employers to re-instate soldier employees in their previous positions.	Reconst.	O. P.	Adop.	-
S. 302	A communication relative to re-employment of soldiers and sailors.	- <sup>2</sup>	-	-	-
S. 304	Cities and towns to make adequate provision for unemployed soldiers, sailors, and marines.	Reconst.	S. 383	-	-
S. 371	Improvement of the natural resources of the Commonwealth to render employment for veterans (based on H. 102, H. 290, H. 818). <sup>3</sup>	Reconst. W. & M.	O. P. N. G. C.	- Ac.	- -

<sup>1</sup> Printed by order of the Senate. Based on S. 330.<sup>2</sup> No action taken thereon.<sup>3</sup> H. 102, not being relevant to labor, is omitted.

1. EMPLOYMENT — *Concluded.*

House or Senate Bill	SUBJECT MATTER.	Committee to which Referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
	<b>c. Employment of Soldiers, Sailors, and Marines — Con.</b>				
S. 383	Cities and towns to make adequate provision for the unemployed soldiers and sailors (based on S. 304).	Reconst.	Rep.	N. D. S. 404	-
S. 404	Same title (based on S. 383), . . . . .	H. W. & M.	Rep.	H. 1760 <sup>1</sup>	-
S. 426	Establishment of the Soldiers' and Sailors' Commission (based on H. 1382).	S. W. & M.	Rep.	Am. by S.	125 G.
H. 36	Establishment of a Commission on Reconstruction to deal, in part, with problems of unemployment.	Reconst.	H. 1297	-	-
H. 290	Use and improvement of lands by returned soldiers, sailors, and marines.	Reconst.	S. 371	-	-
H. 818	Furnishing of farms to former soldiers and others.	Reconst.	S. 371	-	-
H. 991	Authorizing the State Forester to employ discharged soldiers in procuring work.	Reconst.	N. G. C.	Ac.	-
H. 1280	Urging the U. S. Congress to pay discharged soldiers and sailors six months' additional salary.	F. R.	O. P.	Adop.	-
H. 1297	Establishment of a Soldiers' and Sailors' Commission (based on H. 36).	Reconst. H. W. & M.	Rep. O. P. Ch. as H. 1364	- - -	- -
H. 1331	Aid for veterans in securing employment (based on H. 233, H. 318). <sup>2</sup>	W. & M.	O. P.	Am. by S.	112 Sp.
H. 1364	Establishment of a soldiers' and sailors' commission (based on H. 1297).	H. W. & M.	O. P.	Am. by H. See H. 1382	-
H. 1382	Same title (H. 1297 and H. 1364, as passed to be engrossed).	S. W. & M.	N. D. S. 426	-	-
H. 1497	Recommendation of the Governor as to unemployment of soldiers, sailors, and marines in extermination of the corn-borer.	H. W. & M.	N. L.	Ac.	-
H. 1534	Employment of veterans by certain railway companies.	-	N. G. C.	-	-
	<b>d. Miscellaneous.</b>				
S. 257	Punishment of idle and disorderly persons provided.	J. J.	L. W.	Ac.	-
H. 18	Prohibiting employment of aliens by corporations.	La.	L. W.	Ac.	-
H. 1325	Certain exemptions in taxation to encourage employment of labor.	Tax.	L. W.	Ac.	-
H. 1576	To provide work on boulevards for the unemployed.	Met. Aff. H. W. & M.	Rep. N. D. H. 1604	- - -	- -
H. 1604	Same title (based on H. 1576), . . . . .	W. & M.	O. P.	-	175 G.

## 2. INDUSTRIAL SAFETY AND SANITATION.

S. 154	Better prevention of fires in the Metropolitan District.	Met. Aff.	L. W.	Ac.	-
S. 262	Adequate heat for certain business establishments.	L. A.	L. W.	Ac.	-
S. 331	Use of opaque glass windows in factories and workshops.	Mer. Aff.	N. P.	- <sup>4</sup>	-
S. 530	Establishing the position of Director of Public Safety in the Industrial Accident Board (based on S. 334).	J. J. S. W. & M.	O. P. O. P.	- See S. 658	- -
S. 658	Same subject, . . . . .	H. W. & M.	N. P.	Rej. by H.	-

<sup>1</sup> H. 1760, not being relevant to labor, is omitted.<sup>2</sup> H. 233 and H. 218, not being relevant to labor, are omitted.<sup>3</sup> Not relevant to labor and therefore omitted.<sup>4</sup> Substituted by Senate for L. W. on H. 269. Bill rejected by Senate.

2. INDUSTRIAL SAFETY AND SANITATION — *Concluded.*

House or Senate Bill	SUBJECT MATTER.	Committee to which Referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
H. 52	Extension of the jurisdiction of the Fire Prevention Commissioner.	Adm. & C.	H. 1830	-	-
H. 269	Use of opaque glass windows in factories and workshops.	Mer. Aff.	L. W.	S. sub. S. 331 for L. W.	-
H. 555	Constitutional amendment authorizing Federal regulation of labor, favored.	F. R.	H. 191 <sup>1</sup>	-	-
H. 769	Lockers in certain factories and workshops; law amended.	La.	N. G. C.	Ac.	-
H. 800	Receptacles for expectoration; law amended.	P. H.	L. W.	Ac.	-
H. 1054	Location of sleeping apartments of hospital nurses and attendants.	La.	L. W.	Ac.	-

## 3. WOMEN AND CHILDREN.

<b>a. School Attendance.</b>					
S. 330	Report of Special Recess Commission on Education.	Ed.	- <sup>2</sup>	-	-
S. 346	Compulsory school attendance (based on S. 330).	Ed.	S. 598	-	-
S. 347	Continuation schools for employed minors (based on S. 330).	Ed.	H. 1841	-	-
S. 393	School attendance further regulated (based on S. 330).	Ed.	S. 602, S. 603 <sup>3</sup>	-	-
S. 598	Compulsory school attendance (based on S. 346).	Ed.	Rep.	-	281 G.
S. 602	Attendance at schools in places other than residence (based on S. 330, S. 393).	W. & M.	O. P.	Am. by H.	291 G.
H. 706	Issuance of employment certificates.	S. W.	H. 1841	-	-
H. 825	School attendance and employment of minors.	Ed.	Rep.	-	62 G.
H. 913	Attendance at continuation schools.	Ed.	L. W.	Ac.	-
H. 1841	Establishment of continuation schools for employed minors (based on S. 347, H. 706).	H. W. & M. S. W. & M.	O. P. O. P. Ch.	- -	- 311 G.
<b>b. Wages and Hours of Women and Children.</b>					
S. 16	Hours of labor of women and children (based on S. 128, H. 173, H. 293, H. 703, H. 827).	S. W.	Rep.	-	113 G.
S. 58	Regulation of hours of women and minors by prohibiting federal taxation of employers' incomes.	F. R.	S. 323	-	-
S. 71	Hours of labor of women and minors.	S. W.	L. W.	Ac.	-
S. 128	Working hours of women and children.	S. W.	S. 16	-	-
S. 323	Regulation of hours of labor of women and children by prohibiting federal taxation of employers' incomes (based on S. 58, H. 924).	F. R.	Rep.	Adop.	-
H. 19	Minimum wages for scrub women.	La.	L. W.	- <sup>4</sup>	-
H. 173	Working hours of women and children.	S. W.	S. 16	-	-
H. 293	Same subject.	S. W.	S. 16	-	-
H. 399	Recommendations of the Minimum Wage Commission (accompanied by H. 400, <sup>5</sup> H. 401, <sup>6</sup> and H. 402).	S. W.	H. 402	-	-

<sup>1</sup> See under "Wages and Hours of Labor in Private Employment," on page 168.<sup>2</sup> S. 346, S. 347, S. 393, S. 598, and S. 602, among other bills, were reported.<sup>3</sup> S. 603, not relevant to labor, is omitted.<sup>4</sup> H. substituted bill for L. W.; H. W. & M. reported N. G. C.; report negatived, and bill amended by House. See H. 1731.<sup>5</sup> See page 167.

3. WOMEN AND CHILDREN — *Concluded.*

House or Senate Bill	SUBJECT MATTER.	Committee to which Referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
<b>b. Wages and Hours of Women and Children — Con.</b>					
H. 402	Records of hours of employment of women and children (filed with H. 399).	S. W.	Rep.	Am. by S.	76 G.
H. 703	Working hours of women and children, . . .	S. W.	S. 16	-	-
H. 764	Punishment for violating laws regulating the labor of minors.	J. J.	L. W.	Ac.	-
H. 827	Working hours of women and children, . . .	S. W.	S. 16	-	-
H. 924	Federal legislation urged providing prohibitive taxes on products of factories operating in excess of 48 hours.	F. R.	S. 323	-	-
H. 1054	Hours of labor of hospital nurses and attendants, etc.	La.	L. W.	Ac.	-
H. 1264	Commission on uniform State wage laws for women.	Jt. R.	H. 1560 <sup>1</sup>	-	-
H. 1731	Minimum wages for scrub women, <sup>2</sup> . . .	S. W. & M.	O. P.	Am. by S.	243 G.
<b>c. Miscellaneous.<sup>3</sup></b>					
H. 826	Employment of minors in the operation of elevators prohibited.	S. W.	Rep.	Am. by H.; N. G. C.	-
H. 933	Seduction of working girls by employers made criminal.	J. J.	L. W.	Ac.	-
H. 1049	Protection of lodging and boarding house keepers.	J. J.	L. W.	Ac.	-

## 4. WAGES AND HOURS OF LABOR IN PRIVATE EMPLOYMENT.

<b>a. Wages.</b>					
S. 7	Specifications to be furnished certain operatives in textile factories.	La.	L. W.	S. sub. bill for L. W. Am. by S.	193 G.
S. 61	Liens for labor at public garages, . . .	J. J.	L. W.	Ac.	-
S. 379	Weekly wages for employees in private families (based on H. 770).	La.	Rep.	Rec.	-
H. 17	Semi-monthly payment of wages by corporations.	La.	N. G. C.	Ac.	-
H. 64	State receiver to fix salaries of employees of corporations under his control.	La.	L. W.	Ac.	-
H. 399	Recommendations of the Minimum Wage Commission (accompanied by H. 400, H. 401, and H. 402). <sup>4</sup>	S. W.	H. 400 H. 401 H. 402 <sup>4</sup>	-	-
H. 400	Filling of vacancies on wage boards regulated (filed with H. 399).	S. W.	Rep.	Am. by S.	72 G.
H. 401	Posting of notices of wage boards (filed with H. 399).	S. W.	Rep.	Am. by S.	77 G.
H. 608	Weekly payment of wages further regulated, .	J. J.	L. W.	Ac.	-
H. 770	Weekly wages for employees in private families,	La.	S. 379	-	-
H. 938	Liens of workmen, etc., for labor and materials,	J. J.	L. W.	Ac.	-
H. 1000	Powers, etc., of the Minimum Wage Commission.	S. W.	L. W.	Ac.	-
H. 1065	Assignment of wages to be invalid in certain cases.	L. A.	L. W.	Ac.	-

<sup>1</sup> See page 168.<sup>2</sup> H. 19, as amended, changed by H. B. 3d R, and passed by House to be engrossed.<sup>3</sup> See also S. 91, S. 438, S. 612, and H. 1902, with reference to maternity insurance under "Social Insurance," on page 172.<sup>4</sup> See under "Wages and Hours of Women and Children," above.

4. WAGES AND HOURS OF LABOR IN PRIVATE EMPLOYMENT — *Concluded.*

House or Senate Bill	SUBJECT MATTER.	Committee to which Referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
<b>b. Hours of Labor.</b>					
H. 114	Hours of labor of bakery workers, . . . .	La.	Rep.	Bill rej. by H.	-
H. 191	Constitutional amendment empowering Congress to regulate hours of labor favored (based on H. 555, H. 925, H. 926).	F. R.	Rep.	Adop.	-
H. 262	Hours of labor of employees in paper mills, .	La.	L. W.	H. sub. bill for L. W. Bill rej. by S.	-
H. 402	Records of hours of employment of women and children (filed with H. 399).	S. W.	Rep.	Am. by S.	76 G
H. 555	Constitutional amendment authorizing Federal regulation of labor favored.	F. R.	H. 191	-	-
H. 560	Appointment of a special commission on hours of labor.	S. W.	H. 1560 See H. 1484	-	-
H. 620	Hours of labor, regulation of, . . . .	La.	L. W.	Ac.	-
H. 925	Urging a uniform national eight-hour work day,	F. R.	H. 191	-	-
H. 926	Same subject, . . . . .	F. R.	H. 191	-	-
H. 1054	Hours of labor of hospital nurses and attendants, etc.	La.	L. W.	Ac.	-
H. 1381	Attorney-General's opinion as to constitutionality of H. 114.	-	-	- <sup>1</sup>	-
H. 1484	Address of Chas. W. Eliot on hours of labor and social welfare.	S. W.	-	See H. 560, H. 1560	-
H. 1560	Provision for special commission on hours of labor (based on H. 560, H. 1264).	S. W. H. W. & M.	Rep. N. P.	Ac.	-

## 5. WORKMEN'S COMPENSATION AND INDUSTRIAL INSURANCE.

S. 59	Employers to keep certain records of their employees.	J. J.	L. W.	Ac.	-
S. 60	Provisions of the Workmen's Compensation Act to be extended to storekeepers and foremen employed by cities and towns.	J. J.	L. W.	Ac.	-
S. 75	Additional methods of guaranteeing compensation.	J. J. S. W. & M. H. W. & M.	N. G. C. O. P. N. P.	S. sub. bill for N. G. C. ac. See S. 613	-
S. 76	Payment of burial expenses under the Workmen's Compensation Act further regulated.	J. J.	L. W.	Ac.	-
S. 77	Medical services and artificial limbs for injured employees.	J. J.	L. W.	Ac.	-
S. 78	Time when compensation is to begin, changed,	J. J.	L. W.	Ac.	-
S. 79	Additional compensation for specified injuries,	J. J.	S. 529	-	-
S. 146	Fixing of the period during which partial compensation shall be paid.	J. J.	S. 529	-	-
S. 147	Direct appeals from decisions of the Industrial Accident Board to the Supreme Judicial Court, provided for.	J. J.	L. W.	Ac.	-
S. 148	Requirements changed as to "Notice of Injury."	J. J.	L. W.	-	-
S. 150	Compensation for children living apart from deceased parent.	J. J.	S. 527	-	-
S. 185	Failure to give notice of injury not to invalidate claim; when.	J. J.	L. W.	Ac.	-
S. 186	Compensation for partial incapacity changed, .	J. J.	S. 529	-	-
S. 187	Payment of total incapacity compensation at the rate of two-thirds of the average weekly wages.	J. J.	S. 529	-	-

<sup>1</sup> For text of H. 1381, see page 187.



5. WORKMEN'S COMPENSATION AND INDUSTRIAL INSURANCE — *Continued.*

House or Senate Bill	SUBJECT MATTER.	Committee to which Referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
S. 189	Appeals from decisions of the Industrial Accident Board, regulated.	J. J.	L. W.	Ac.	-
S. 334	Report of the Special Recess Committee on Workmen's Compensation.	J. J.	S. 401, S. 525- S. 532, inc.	-	-
S. 401	Establishment of a State Fund Association (based on S. 334).	-	-	-1	-
S. 525	Payment of benefits under the Workmen's Compensation Act further regulated (based on S. 334).	J. J.	Rep.	N. D. S. 556	-
S. 526	Compensation for second injuries resulting in total incapacity; and establishment of fund therefor (based on S. 334).	J. J.	Rep.	S. sub. S. 560	-
S. 527	Dependent children further defined (based on S. 150, S. 334, H. 111).	J. J.	Rep.	S. sub. S. 544	-
S. 528	Minimum and maximum compensation for total incapacity (based on S. 334, H. 756).	J. J.	Rep.	-	197 G.
S. 529	Payments on account of partial incapacity further regulated (based on S. 79, S. 146, S. 186, S. 187, S. 334).	J. J.	Rep.	S. sub. S. 545	-
S. 531	Maximum compensation for partial incapacity (based on S. 334, H. 112, H. 757).	J. J.	Rep.	Bill rej. by S.	-
S. 532	Hospital records as evidence before the Industrial Accident Board (based on S. 334).	J. J.	Rep.	-	198 G.
S. 544	Payments to certain dependent children (based on S. 527).	S. B. 3d R.	Rep.	Sub. by S. for S. 527	204 G.
S. 545	Weekly payments on account of partial incapacity (based on S. 529).	S. B. 3d R.	Rep.	Sub. by S. for S. 529	205 G.
S. 556	Payments further regulated (based on S. 525).	S. B. 3d R.	Rep.	N. D. of S. 525	226 G.
S. 560	Establishing of a special fund to provide certain additional compensation.	S. B. 3d R.	O. P. Ch.	N. D. of S. 526	-
S. 613	Establishment of a State Fund Association (based on S. 75, H. 937).	H. W. & M.	O. P. Ch.	Am. by H. -2	272 G.
S. 618	Same title (based on H. 259, H. 936).	-	-	-3	-
H. 111	Parents to be held dependents in certain cases.	J. J.	S. 527	-	-
H. 112	Maximum weekly compensation increased.	J. J.	S. 531	-	-
H. 195	Time when compensation is to begin, changed.	J. J.	L. W.	Ac.	-
H. 258	Burial expenses, law as to, changed.	J. J.	L. W.	Ac.	-
H. 259	Establishment of a State insurance fund, and providing for a compulsory insurance by employers under the Workmen's Compensation Act.	J. J.	L. W.	Ac. See S. 618	-
H. 260	Compensation to begin, when.	J. J.	L. W.	Ac.	-
H. 362	Recommendations of the Insurance Commissioner as to workmen's compensation.	J. J.	H. 367	-	-
H. 365	Modifying certain standard provisions of accident and health policies.	Ins.	Rep.	-	92 G.
H. 367	Employer to be responsible if insurer fails to pay (based on H. 362).	J. J.	N. L.	Ac.	-
H. 368	Authority of Insurance Commissioner in approving rates, extended.	J. J.	N. L.	Ac.	-
H. 474	Payments to employees and law as to notices, further regulated.	J. J.	L. W.	Ac.	-
H. 601	Notices by employers further regulated.	J. J.	L. W.	Ac.	-
H. 756	Minimum weekly compensation changed.	J. J.	S. 528	-	-
H. 757	Provisions of the Workmen's Compensation Act extended.	J. J.	S. 531	-	-
H. 758	Employees may bring suit in certain cases.	J. J.	L. W.	Ac.	-

<sup>1</sup> Printed by order of the Senate.<sup>2</sup> Moved to be substituted for N. G. C. on S. 75 and H. 937.<sup>3</sup> Moved to be substituted for L. W. on H. 259 and H. 936.

5. WORKMEN'S COMPENSATION AND INDUSTRIAL INSURANCE — *Concluded.*

House or Senate Bill	SUBJECT MATTER.	Committee to which Referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
H. 936	Establishment of a State insurance fund and providing for compulsory insurance by employers under the Workmen's Compensation Act.	J. J.	L. W.	See S. 618	-
H. 937	Additional methods of guaranteeing compensation.	J. J.	N. G. C.	Ac. See S. 613	-
H. 940	Compulsory insurance by employers of seamen and fishermen.	J. J.	L. W.	Ac. See H. 1750	-
H. 1045	Notice to employers further regulated, . . .	J. J.	L. W.	Ac.	-
H. 1046	Hearings under the Workmen's Compensation Act to be reserved for the consideration of the Full Court of the Supreme Judicial Court.	J. J.	L. W.	Ac.	-
H. 1047	Creating the Massachusetts Workmen's Compensation Insurance Association.	J. J.	L. W.	Ac.	-
H. 1210	Time when compensation shall begin, changed.	J. J.	L. W.	Ac.	-
H. 1211	Payment of burial expenses further regulated.	J. J.	L. W.	Ac.	-
H. 1750	Insurance of seamen and fishermen by employers.	-	-	- <sup>1</sup>	-

## 6. PENSION AND RETIREMENT SYSTEMS.

	<b>a. Employees of the Commonwealth.</b>				
S. 129	Employees of the Metropolitan Park Commission and Metropolitan Water and Sewerage Commission excluded from Retirement Act.	S. W. H. W. & M.	Rep. N. P.	- Bill rej. by H.	- -
S. 167	Retirement of members of the State Retirement Association further regulated.	P. S.	S. 357	-	-
S. 357	Same title (based on S. 167, H. 146), . . .	P. S.	Rep.	Bill rej. by S.	-
H. 135	Abolition of all civil pensions for members of the Judiciary.	S. W.	N. G. C.	Ac.	-
H. 146	Retirement system further amended, . . .	P. S.	S. 357	- <sup>2</sup>	-
H. 168	Certain members of the State Retirement Association employed by Metropolitan Boards to be relieved of the necessity of making contributions thereto.	P. S.	L. W.	Ac.	-
H. 412	Recommendations of the Board of Retirement,	P. S.	H. 143 H. 1423	-	-
H. 413	Reinstatement in the retirement system of State employees in the U. S. military and naval service (based on H. 412).	P. S.	H. 1527	-	-
H. 414	Date of filing financial report by the Retirement Board with the Insurance Commissioner, fixed.	P. S.	H. 1423	-	-
H. 471	Trustees of the general insurance guaranty fund authorized to set aside a portion of net profits for stabilizing dividends.	Ins.	L. W.	Ac.	-
H. 983	Relative to increases in salaries and pensions, . .	P. S.	L. W.	Ac.	-
H. 1003	Retirement of certain veterans in the service of the Commonwealth.	S. W. H. W. & M.	Rep. N. P.	- Ac.	- -
H. 1255	Reduction in length of service necessary for retirement of employees of the Commonwealth.	S. W.	L. W.	Ac.	-
H. 1423	Date of filing financial report by the Retirement Board with the Insurance Commissioner, fixed (based on H. 412, H. 414).	P. S.	Rep.	-	36 G.
H. 1527	Reinstatement of soldiers and sailors in the State Retirement System (based on H. 413).	H. B. 3d R.	Rep.	- <sup>3</sup>	94 G.

<sup>1</sup> Moved to be substituted for L. W. on H. 940.<sup>2</sup> Introduced on leave.<sup>3</sup> H. 413 as passed to be engrossed.

6. PENSION AND RETIREMENT SYSTEMS — *Continued.*

House or Senate Bill	SUBJECT MATTER.	Committee to which Referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
<b>b. Employees of Counties.</b>					
S. 482	Retirement of certain officers in the employ of Worcester County.	S. B. 3d R. Cos.	Rep. O. P.	N. D. of H. 1583	-
H. 828	Retirement system for county employees amended.	S. W. Cos.	Rep. O. P.	H. sub. H. 1583	158 G.
H. 829	Extension of the county retirement act to cover employees of the Worcester County Law Library Association.	S. W. Cos.	Rep. O. P.	-	-
H. 998	Retiring and pensioning of county employees.	S. W. & M. S. W.	O. P. Rep.	-	103 G.
H. 1436	Reinstatement of soldiers and sailors in county retirement systems.	S. W. & M. Cos.	Rep.	Bill rej. by S.	-
H. 1583	Retirement act for county employees amended with respect to Worcester County Employees.	Cos.	O. P.	-	106 G.
<b>c. Employees of Cities and Towns.</b>					
<b>1. General Provisions.</b>					
S. 17	Amount of pension or annuity for retired municipal employees regulated.	S. W.	L. W.	Ac.	-
H. 532	Extending provisions of the pension act of the City of Boston to all employees of the City.	S. W.	L. W.	Ac.	-
H. 1095	Annuities for widows and orphans of municipal employees killed while in municipal service.	Mil. Aff.	L. W.	Ac.	-
<b>2. Firemen and Policemen.</b>					
S. 213	Exemption from taxation of property of all veteran firemen's associations.	Tax.	L. W.	Ac.	-
S. 341	Annuities for widows and children of deceased policemen and firemen (based on H. 824).	S. W.	Rep.	-	93 Sp.
H. 292	Defining status of certain employees of the Lowell Police Department.	S. W.	Rep.	-	48 Sp.
H. 535	Pensions for permanent members of police and fire departments in towns and their dependents.	S. W.	Rep.	Bill rej. by H.	-
H. 824	Annuities to widows and orphans of employees of Boston police and fire departments.	S. W.	S. 341	-	-
H. 1127	Pensions for call men of the Milton fire department.	S. W.	Rep. Ch.	-	15 Sp.
H. 1501	Death benefits of the Boston Police Relief Association.	Ins.	Rep.	-	136 Sp.
H. 1880	Repeal of police retirement act for cities (Section 3).	J. J.	Rep.	-	333 G.
<b>3. Teachers, School Janitors, and Attendance Officers.</b>					
S. 209	Pensions for janitors of schools and public buildings in cities and towns.	S. W. S. W.	L. W. H. 90	Rec.	-
H. 90	Retirement of public school janitors in cities and towns.	S. W.	Rep.	Am. by H. & S.	143 G.
H. 533	Retirement of public school janitors and attendance officers in the city of Boston (based on H. 822).	S. W. S. W.	Rep. Ch. O. P.	Rec. Am. by H.	-
H. 822	Retirement of attendance officers employed in the public schools of the City of Boston.	S. W.	H. 533	-	-
H. 1128	Legalizing the holding of public office by teachers who are beneficiaries under the State or local annuity or pension laws.	S. W.	Rep.	-	80 G.
<b>4. Laborers.</b>					
S. 36	Retirement allowances for laborers in the employ of the City of Boston.	S. W.	H. 702	-	-
H. 91	Pension act for laborers of cities and towns amended.	S. W.	N. G. C.	S. sub. bill for N. G. C.	21 G.
H. 134	Retirement act for laborers in the employ of Boston amended.	S. W.	L. W.	Am. by S. Ac.	-

<sup>1</sup> Substituted by H. for H. 828. N. D. S. 482.

6. PENSION AND RETIREMENT SYSTEMS — *Concluded.*

House or Senate Bill	SUBJECT MATTER.	Committee to which Referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
	<b>c. Employees of Cities and Towns — Con.</b>				
	<b>4. Laborers — Con.</b>				
H. 701	Pensioning of certain employees of the City of Boston.	S. W.	H. 702	-	-
H. 702	Amendment of the retirement act for laborers in the employ of the City of Boston (based on S. 36, H. 701).	S. W.	Rep. Ch.	-	55 Sp.
	<b>5. War Veterans in Municipal Service.</b>				
S. 492	Pensions for veterans of the Civil War in the employ of the City of Boston.	S. W.	N. G. C.	Ac.	-
H. 494	Pensions for disabled soldiers and sailors previously in municipal service.	Mil. Aff.	N. G. C.	Ac.	-
	<b>6. Other Municipal Employees.</b>				
S. 18	Pensions for drawtenders employed by the City of Boston.	S. W.	L. W.	Ac.	-
S. 35	Pensions for drawtenders employed on bridges between Boston and Cambridge.	S. W.	L. W.	Ac.	-
S. 210	Pensions for foremen in the employ of the City of Holyoke.	S. W.	Rep.	-	49 Sp.
H. 531	Pensions for drawtenders and assistant drawtenders in the employ of Boston and Cambridge.	S. W.	L. W.	Ac.	-
H. 1001	Cambridge to retire certain employees in the office of the Board of Health.	S. W.	Rep.	Am. by H.	120 Sp.
	<b>7. Employees of Savings Banks.</b>				
H. 565	Pensions for employees of savings banks and institutions for savings.	B. & B.	Rep.	Bill rej. by H.	-

## 7. SOCIAL INSURANCE.

	<b>a. General Systems.</b>				
H. 753	Appointment of a commission to recommend a plan for State insurance.	Ins.	L. W.	Ac.	-
H. 996	Establishment of a system of old-age, maternity, invalidity, disability, and unemployment pensions.	S. W.	L. W.	Ac.	-
	<b>b. Old-age Pensions.<sup>1</sup></b>				
H. 294	Establishment of a system of non-contributory old-age pensions.	S. W.	L. W.	Ac.	-
H. 295	Establishment of a system of old-age annuities.	S. W.	L. W.	Ac.	-
H. 994	Establishment and maintenance of an old-age pension system.	S. W.	L. W.	Ac.	-
H. 995	Establishment of a system of non-contributory old-age pensions.	S. W.	L. W.	Ac.	-
H. 1129	Establishment of a system of old-age annuities.	S. W. H. W. & M.	Rep. N. P.	- Ac.	- -
	<b>c. Maternity Benefits.<sup>1</sup></b>				
S. 91	Payment of maternity benefits and establishment of a Maternity Board.	S. W.	N. G. C.	S. sub. S. 488 for N. G. C.	-
S. 488	Protection of mothers and children during the maternity period (based on S. 91).	S. W. & M.	N. D. S. 612	Sub. by S. for N. G. C. on S. 92	-
S. 612	Same title (based on S. 488), . . . . .	H. W. & M.	N. G. C.	Ac.	-
H. 1092	Same title, . . . . .	-	-	- <sup>2</sup>	-

<sup>1</sup> See also under "General Systems," above.<sup>2</sup> Ordered printed as House Document, on motion.

## 8. SAVINGS BANK INSURANCE.

House or Senate Bill	SUBJECT MATTER.	Committee to which Referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
H. 472	Amount of insurance which savings banks may pay upon death of the insured regulated.	Ins.	Rep.	Am. by S.	115 G.
H. 538	Exempting the General Insurance Guaranty Fund from taxation.	Tax.	L. W.	Ac.	-
H. 1391	Report of the Insurance Commissioner and the Bank Commissioner as to savings bank insurance, etc.	Ins.	N. L.	Ac.	-

## 9. INDUSTRIAL EDUCATION.

a. Agricultural Education.					
S. 297	Provision for trustees for county aid to agriculture in Suffolk County.	S. B. 3d R. Cos.	Sub. by S. for H. 148 O. P. Ch. Rep.	-	-
S. 329	County commissioner to be a member of the board of trustees for county aid to agriculture (based on H. 726).	Ag.	Rep.	-	75 G. 34 G.
H. 102	Establishment of a State commission to utilize agricultural resources and to establish model farms.	Reconst.	S. 371	-	-
H. 148	Appointment of trustees for county aid to agriculture in Suffolk County.	Ag.	Rep.	S. sub. S. 297	-
H. 580	Commercial poultry plant, etc., at Bristol Agricultural School.	Ed. Cos. S. W. & M. Ag.	Rep. O. P. Ch. O. P. S. 329	Am. by H.	-
H. 726	Appointment of county trustees for county aid to agriculture.	Ed.	H. 1317	-	225 G.
H. 743	Additional buildings at Norfolk County Agricultural School.	Ed.	H. 1317	-	-
H. 1158	Report of the President of the Massachusetts Agricultural College.	H. W. & M.	N. L.	Ac. See H. 1159-H. 1161	-
H. 1159	Women's dormitory at the Massachusetts Agricultural College (based on H. 1158).	H. W. & M.	N. L.	Ac.	-
H. 1160	Equipment, etc., for the Massachusetts Agricultural College (based on H. 1158).	H. W. & M.	N. L.	Ac.	-
H. 1161	Improvements at the Market Garden Field Station at Lexington (based on H. 1158).	H. W. & M.	N. L.	Ac.	-
H. 1277	Dormitory for women at the Massachusetts Agricultural College.	Ag. & Ed. S. W. & M. Ed. Cos.	Rep. N. P. Rep. Ch. O. P. Ch. See H. 1761	Ac.	-
H. 1317	Authorizing the purchase of certain land for and construction of new buildings at the Norfolk County Agricultural School (based on H. 743).	-	Rep. N. D. H. 1809	-	-
H. 1526	Establishment of demonstration sheep farms (based on S. 293).	Ag. H. W. & M.	Rep. O. P.	-	-
H. 1761	Authorizing the purchase of certain land and construction of buildings at the Norfolk County Agricultural School.	S. W. & M.	O. P.	Am. by S. <sup>1</sup>	240 G.
H. 1809	Establishment of demonstration sheep farms (based on H. 1526).	W. & M.	O. P.	Am. by S.	256 G.
b. Textile Schools.					
H. 1018	Report of the trustees of the Bradford-Durfee Textile School.	Ed.	N. L.	Ac.	-
H. 1019	Report of the trustees of the New Bedford Textile School.	Ed.	N. L.	Ac.	-
H. 1155	Recommendations of the trustees of the Lowell Textile School.	Ed.	H. 1156, H. 1157	-	-
H. 1383	Report of the trustees of the Lowell Textile School.	Ed.	N. L.	Ac.	-
c. Education of the Handicapped.					
S. 139	Introduction of educational work into State hospitals.	Ed.	Rep.	N. D. S. 384	-
S. 211	Massachusetts Commission for the Blind may aid blind persons.	S. W.	L. W.	Ac.	-

<sup>1</sup> H. 1317 as changed and amended and passed by the House to be engrossed.

9. INDUSTRIAL EDUCATION — *Continued.*

House or Senate Bill	SUBJECT MATTER.	Committee to which Referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
<b>c. Education of the Handicapped — Con.</b>					
S. 245	State assistance for higher education of physically disabled persons.	Reconst.	S. 375	-	-
S. 246	Massachusetts Memorial Institute of Commerce and Industry for injured persons and others.	Reconst.	S. 375	-	-
S. 333	Report of educational needs of returned soldiers, sailors, and marines.	-	-	- <sup>1</sup>	-
S. 375	Special commission to investigate the training of disabled soldiers and sailors (based on S. 245, S. 246, H. 101, H. 217, H. 1244 <sup>2</sup> ).	W. & M.	O. P. Ch.	-	Res. 56
S. 384	Investigation as to educational work in State hospitals.	S. B. 3d R. H. W. & M. H. W. & M.	Rep. N. P. N. P.	N. D. of S. 139 Rec. Bill rej. by H.	- - -
S. 551	Governor's message advocating an investigation as to methods of restoring and training injured persons.	Reconst.	S. 570	-	-
S. 570	Investigation as to the availability of new appliances and services for crippled workers (based on S. 551).	Reconst. W. & M.	Rep. O. P. Ch.	- Am. by 'H.	- Res. 53
S. 579	Temporary relief for and investigation as to education, care, and treatment of needy blind.	W. & M.	O. P.	N. D. of H. 1610	Res. 48
H. 89	Establishment of a State home and school for disabled soldiers, etc.	Reconst.	L. W.	Ac.	-
H. 217	Employment of all crippled and blind persons by the Commonwealth.	Reconst.	S. 375	-	-
H. 314	Massachusetts Commission for the Blind to give certain aid to blind persons in business.	S. W.	N. P.	Ac.	-
H. 344	Recommendations of the Board of Education as to training of disabled soldiers and sailors.	Reconst.	H. 345	-	-
H. 345	Repealing the act providing for the training of disabled soldiers and sailors of the Commonwealth and Federal Government (based on H. 344).	Reconst.	N. P.	Ac.	-
H. 705	Registration of the blind,	S. W. H. W. & M.	Rep. N. D. H. 610	- -	- -
H. 975	Purchase by public institutions of articles made by the blind.	P. I.	L. W.	Ac.	-
H. 1141	Recommendations of the Massachusetts Commission for the Blind.	Reconst.	H. 142 H. 144	-	-
H. 1142	Instruction of adult blind at their homes (based on H. 1141).	H. W. & M. S. W. & M.	Rep. O. P.	-	15 G.
H. 1143	Relief for the needy blind (based on H. 1141).	S. W. H. W. & M.	Rep. N. D. H. 1610	-	-
H. 1144	Sight-saving classes for children (based on H. 1141).	S. W. W. & M.	Rep. O. P.	-	-
H. 1181	Reorganization of the Massachusetts Commission for the Blind.	Adm. & C.	L. W.	Am. by H. Ac.	229 G. -
H. 1610	Special investigation for additional assistance for the blind, through education, employment, etc. (based on H. 705, H. 1143).	H. W. & M. S. W. & M.	Rep. N. D. S. 579	- -	- -
<b>d. Miscellaneous.</b>					
S. 140	State-aided vocational education,	Ed.	L. W.	Ac.	-
S. 354	Establishment of State Department of Education.	Ed.	H. 1863	- <sup>3</sup>	-
S. 396	Instruction of foreign employees,	Ed.	S. 577	-	-
S. 577	Same title (based on S. 330, <sup>4</sup> S. 396, H. 154, H. 251).	Ed.	Rep.	S. sub. S. 616 <sup>5</sup>	-

<sup>1</sup> Placed on file.<sup>2</sup> See under "Housing of Working People," on page 185.<sup>3</sup> Printed by order of the Senate.<sup>4</sup> Report of the Recess Commission on Education.<sup>5</sup> Omitted, as not relevant to labor.

9. INDUSTRIAL EDUCATION — *Concluded.*

House or Senate Bill	SUBJECT MATTER.	Committee to which Referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
	<b>d. Miscellaneous — Con.</b>				
H. 154	Education of illiterate adults, . . . . .	Ed.	S. 577	-	-
H. 251	Compulsory attendance of illiterate persons at evening schools.	Ed.	S. 577	-	-
H. 1863	Establishment of a State Department of Education (based on S. 354).	Ed. H. W. & M.	Rep. N. P.	- Ac.	- -

## 10. TRADE UNIONS.

H. 334	Savings banks to report the amount deposited by labor and credit unions.	B. & B.	H. 1359	-	-
H. 935	Incorporation of labor unions, . . . . .	J. J.	L. W.	Ac.	-
H. 1359	Savings banks to report amounts deposited by labor unions (based on H. 334).	B. & B.	Rep.	-	16 G.

## 11. LABOR DISPUTES.

H. 514	Prohibiting the Civil Service Commission from certifying names to fill the places of strikers.	P. S.	J. W.	Ac.	-
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## 12. LICENSED OCCUPATIONS.

	<b>a. Hawkers and Pedlers.</b>				
H. 67	Special licenses for disabled veterans of the European War.	Mer. Aff.	H. 1355	-	-
H. 867	Recommendations of the Chief of the District Police.	Mer. Aff.	H. 869	-	-
H. 869	Licensing of itinerant vendors, etc. (based on H. 867).	Mer. Aff.	N. L.	Ac.	-
H. 1355	Special licenses for disabled veterans of the European War (based on H. 67).	Mer. Aff.	Rep.	-	22 G.
	<b>b. Chauffeurs.</b>				
S. 190	Protection of persons and property in case of injuries due to the careless operation of motor vehicles.	J. J.	L. W.	S. sub. bill for L. W. S. sub. S. 605. See S. 472	-
S. 472	Opinion of the Attorney-General as to the constitutionality of S. 190.	-	-	-	-
H. 1126	Fees chargeable for licenses to operate motor vehicles.	R. & B.	L. W.	Ac.	-
H. 1249	Physical examination for operators and chauffeurs.	R. & B.	L. W.	Ac.	-
	<b>c. Electricians.</b>				
H. 346	Recommendations of the State Examiners of Electricians.	J. J.	H. 347	-	-
H. 347	Preservation of examination papers of electricians (based on H. 346).	J. J.	Rep.	-	56 G.
H. 1880	Amendatory legislation as to licenses for electricians (section 8).	J. J.	Rep.	-	333 G.

12. LICENSED OCCUPATIONS — *Concluded.*

House or Senate Bill	SUBJECT MATTER.	Committee to which Referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
	<b>d. Engineers, Stationary and Operators of Steam Boilers.</b>				
H. 636	Licensing of operators of steam boilers, . . .	Mer. Aff.	L. W.	Ac.	-
H. 781	Granting of licenses to operate stationary engines.	Mer. Aff.	N. G. C.	Ac.	-
H. 867	Recommendations of the Chief of the District Police.	Mer. Aff.	H. 870	-	-
H. 870	Certificates of competency for operators of hot water heaters, etc. (based on H. 867).	Mer. Aff.	N. L.	Ac.	-
	<b>e. Plumbers.</b>				
H. 1838	Credit of five per cent for veterans on plumbers' examinations.	P. S.	N. G. C.	H. sub. H. 1906 for N. G. C.	-
H. 1906	Granting of certain plumbers' licenses to certain soldiers and sailors (based on H. 1838).	P. S.	Rep.	-	317 G.
	<b>f. Nurses.</b>				
H. 503	Registration of nurses, . . . . .	P. H.	Rep.	Rec. <sup>1</sup>	-
H. 1429	Registration and licensing of nurses, . . .	P. H.	H. 1600	- <sup>2</sup>	-
H. 1600	Registration of nurses (based on H. 503), . .	P. H.	Rep.	Am. by H. See H. 1608	-
H. 1608	Registration of nurses, . . . . .	-	-	- <sup>3</sup>	142 G.
	<b>g. Miscellaneous.</b>				
S. 337	Licensing of moving picture operators, . . .	Mer. Aff.	L. W.	Ac.	-
H. 559	Creation of a Board of Barber Examiners for the licensing of barbers.	Adm. & C.	L. W.	Ac.	-
H. 783	Licensing of motion picture operators further regulated.	Mer. Aff.	L. W.	Ac.	-
H. 889	Licensing of lobster fishermen (based on H. 873).	F. & G.	N. L.	Ac.	-
H. 1055	Granting of licenses to aliens, . . . . .	L. A.	L. W.	Ac. See H. 1883	-

## 13. PUBLIC EMPLOYMENT.

	<b>a. Civil Service Law.</b>				
	<b>1. General.</b>				
S. 118	Removal, suspensions, etc., in the civil service, regulated.	P. S.	N. G. C.	Ac.	-
H. 35	Certification and selection of civil service employees.	P. S.	L. W.	Ac.	-
H. 514	Prohibiting the Civil Service Commission from certifying names of persons to fill places of strikers.	P. S.	L. W.	Ac.	-
H. 518	Certain county positions to be within the classified service.	P. S.	L. W.	Ac.	-
H. 724	Abolishing of the Civil Service Commission, .	Adm. & C.	H. 1830 <sup>4</sup>	-	-
H. 901	Investigation of methods pursued by the Civil Service Commission.	Adm. & C.	- <sup>5</sup>	-	-

<sup>1</sup> See H. 1429, reprint of H. 503, with changes suggested by H. B. 3d R.<sup>2</sup> H. 503, as changed by H. B. 3d R. and with pending amendments.<sup>3</sup> H. 1600, as amended and passed by the House to be engrossed.<sup>4</sup> See under "Miscellaneous," on page 184.<sup>5</sup> No action taken thereon.



13. PUBLIC EMPLOYMENT — *Continued.*

House or Senate Bill	SUBJECT MATTER.	Committee to which Referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
<b>a. Civil Service Law — Con.</b>					
<b>1. General — Con.</b>					
H. 1107	Qualifications for examination of veterans by Civil Service Commission.	P. S.	L. W.	Ac.	-
H. 1108	Removals and suspensions in the classified civil service.	P. S.	L. W.	Ac.	-
H. 1109	Notices of results of examination to be sent to persons taking examinations.	P. S.	Rep.	-	93 G.
H. 1118	Removals, suspensions, etc., in the classified civil service.	P. S.	L. W.	Ac.	-
H. 1569	Extension of time for report by Supervisor of Administration of his investigation of the methods, etc., of the Civil Service Commission.	- <sup>1</sup>	-	-	-
H. 1665	Report by the Supervisor of Administration on the conduct and methods of the Civil Service Commission.	Adm. & C.	H. 1862	-	-
H. 1862	Regulation of appointments to the Civil Service Commission and establishment of commissions in certain cities (based on H. 1665).	Adm. & C. H. W. & M.	Rep. N. G. C.	- <sup>1</sup> Ac.	- -
<b>2. Firemen and Policemen.</b>					
S. 509	Appointments and promotions in the police force of cities and towns (based on H. 517).	-	-	Sub. by S. for L. W. on H. 517 Am. by S.	Vetoed by S. 571
S. 571	Governor's veto of Senate 509 relative to appointments and promotions in the police force of cities and towns.	-	-	-	-
H. 517	Appointments of police officers in the classified service and their promotion therein.	P. S. P. S.	L. W. L. W.	Rec. S. sub. S. 509	- -
H. 683	Removals, suspensions, etc., in the police department of the City of Boston.	J. J.	Rep.	-	188 Sp.
H. 817	Assistant chiefs of the Haverhill Fire Department to be under the civil service.	P. S.	L. W.	Ac.	-
<b>3. Public Employees in Military or Naval Service.</b>					
S. 87	Defining the word "veteran" as used in the civil service laws.	P. S. Reconst. & P. S.	Rep. H. 1514	Rec. -	- -
S. 283	Suspension of civil service laws in favor of soldiers and sailors.	Reconst. & P. S.	S. 310	-	-
S. 291	Preference in public employment based on war service.	Reconst. & P. S.	H. 1514	-	-
S. 292	Listing of wounded soldiers on the classified lists.	Reconst. & P. S.	H. 1514	-	-
S. 310	Suspension of civil service laws in favor of soldiers and sailors (based on S. 283).	Reconst. Reconst.	Rep. N. D. H. 1406	Rec. -	- -
S. 504	Governor's return of H. 1543, relative to suspension of civil service laws in favor of soldiers and sailors, with proposed changes.	-	-	See S. 283, S. 310, H. 1406, H. 1543	-
H. 37	Preference to war veterans in civil service examinations.	Reconst. & P. S.	H. 1514	-	-
H. 38	Preference to persons honorably discharged from military or naval service.	Reconst. & P. S.	H. 1514	-	-
H. 691	Reinstatement in public employment of veterans of the European War.	Reconst.	L. W.	Ac.	-
H. 1124	Extension of the meaning of veterans' preference.	Reconst. & P. S.	H. 1514	-	-
H. 1125	Preference in civil service examinations to European war veterans.	Reconst. & P. S.	H. 1514	-	-
H. 1240	Honorably discharged soldiers and sailors not to be barred from employment under civil service on account of conviction for crime.	P. S.	N. G. C.	Ac.	-
H. 1242	Defining the word "veteran" as used in the civil service laws.	Reconst. & P. S.	H. 1514	-	-

<sup>1</sup> No action taken thereon.

13. PUBLIC EMPLOYMENT — *Continued.*

House or Senate Bill	SUBJECT MATTER.	Committee to which Referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
	<b>a. Civil Service Law — Con.</b>				
	<b>3. Public Employees in Military or Naval Service — Con.</b>				
H. 1243	Extending the civil service law, relative to preference to veterans, to veterans of the European War.	Reconst. & P. S.	H. 1514	-	-
H. 1246	Reinstatement of soldiers and sailors in the service of municipalities without further civil service examinations.	Reconst.	L. W.	Ac.	-
H. 1356	Civil service status of persons relieved from U. S. naval service (based on S. 1).	Reconst.	Rep.	See H. 1362	-
H. 1362	Civil service status of persons discharged or relieved from the U. S. military or naval service.	H. B. 3d R.	Rep.	- <sup>1</sup>	14 G.
H. 1404	Preference to veterans under the civil service laws.	Reconst. & P. S.	H. 1514	-	-
H. 1406	Suspension of civil service laws in favor of soldiers and sailors (based on S. 310).	Reconst. & P. S.	O. P. Ch.	N. D. of S. 310. Am. by H. See H. 1543	-
H. 1514	Employment of veterans by the Commonwealth and municipalities (based on S. B. 87, 291, 292; H. B. 37, 38, 1124, 1125, 1242, 1243, 1404).	Reconst. & P. S.	Rep.	See H. 1581	-
H. 1543	Suspension of civil service laws in favor of soldiers and sailors.	H. B. 3d R.	Rep. <sup>2</sup>	Bill rej. by S. See S. 504 <sup>3</sup>	-
H. 1581	Employment of veterans by the Commonwealth and municipalities.	-	-	-	150 G.
	<b>4. Other Public Employees.</b>				
S. 25	Boston City Clerk and Assistant City Clerk to be under civil service rules.	P. S.	S. 299	-	-
S. 119	Matron of the Taunton Police Department.	P. S.	Rep.	Am. by S.	39 Sp.
S. 120	Additional inspectors of the State Board of Labor and Industries.	P. S.	Rep. Ch.	S. sub.	-
S. 184	Officers, agents, and deputies for the office of the Attorney General.	S. W. & M. J. J.	O. P. L. W.	S. 489 <sup>4</sup> Ac.	-
S. 201	Local moth superintendents to be under civil service rules.	P. S.	N. G. C.	Ac.	-
S. 299	Term of office of City Clerk of the city of Boston (based on S. 25).	P. S.	N. G. C.	Ac.	-
S. 442	Appointment of employees in institutions controlled by the Commission on Mental Diseases exempt from civil service rules.	H. W. & M.	N. P.	Ac.	-
S. 610	Application of civil service rules to reorganization of certain departments of the City of Boston (based on H. 1594).	Met. Aff.	Rep.	-	222 Sp.
H. 87	Superintendent of Public Buildings in Fall River to be under civil service.	P. S.	N. G. C.	Ac.	-
H. 88	Employees of the Election Commissioners of Boston to be under civil service rules.	P. S.	H. 216	-	-
H. 216	Same title (based on S. 88).	P. S. P. S. P. S.	Rep. N. G. C. N. L.	Rec. Ac. Ac.	- - -
H. 377	Certain employees of the Insurance Department exempt from civil service rules.	P. S.	N. L.	N. D.	-
H. 396	Appointment of persons in the institutional service of the Commonwealth regulated.	P. S.	Rep. Ch.	S. 442	-
H. 519	Chief of Police of the City of Beverly to be under civil service rules.	P. S.	L. W.	Ac.	30 Sp.
H. 680	Extension of civil service law to certain employees in the Penal Institutions Department of the city of Boston.	P. S.	L. W.	Ac.	-

<sup>1</sup> H. 1356 as passed by the House to be engrossed.<sup>2</sup> H. 1406 as passed by the House to be engrossed; returned by the Governor for amendments; and amended by S.<sup>3</sup> H. 1514 as passed by the House to be engrossed.<sup>4</sup> See under "Public Employment: Wages and Salaries," on page 179.

13. PUBLIC EMPLOYMENT — *Continued.*

House or Senate Bill	SUBJECT MATTER.	Committee to which Referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
	<b>a. Civil Service Law — Con.</b>				
	<b>4. Other Public Employees — Con.</b>				
H. 740	Appointment and removal of officers, boards, and employees of the Fire Department of the City of Newton regulated.	Cit.	L. W.	Ac.	-
H. 816	Time within which former lamplighters may be appointed in the labor service of the city of Boston.	P. S.	L. W.	Ac.	-
H. 1239	To extend civil service rules to superintendents of town almshouses, homes or farms.	P. S.	L. W.	Ac.	-
H. 1241	Editor of the daily list of legislative hearings to be under civil service rules.	P. S.	N. G. C.	Ac.	-
H. 1410	Officers and employees of the Suffolk School for Boys to be under civil service rules.	P. S.	N. G. C.	Ac.	-
H. 1709	Additional inspectors in the State Board of Labor and Industries to be under civil service rules (based on S. 489, H. 1376). <sup>1</sup>	H. W. & M.	O. P. Am. by H.	See H. 1756	-
H. 1756	Additional inspectors in the State Board of Labor and Industries to be under civil service rules.	S. W. & M.	Am. by S.	- <sup>2</sup>	224 G.
	<b>b. Wages and Salaries.<sup>3</sup></b>				
	<b>1. State Employees.</b>				
S. 9	Compensation of employees of the Commonwealth in the military or naval service of the United States.	Mil. Aff.	S. 444	-	-
S. 31	Wage increases for certain employees of the Metropolitan Water and Sewerage Board and of the Metropolitan Park Commission.	Met. Aff.	L. W.	Ac.	-
S. 160	Salaries of the members, secretary, and medical advisor of the Industrial Accident Board.	P. S.	S. 466	-	-
S. 350	Salary of a State attendance officer (based on S. 330).	Ed.	S. 595	-	-
S. 444	Compensation of employees of the Commonwealth in the military or naval service of the United States (based on S. 9, H. 496).	Mil. Aff. S. W. & M.	Rep. N. P.	- Ac.	- -
S. 466	Salaries of members, secretary, and medical advisor of the Industrial Accident Board (based on S. 160).	P. S. S. W. & M. H. W. & M.	Rep. Rep. N. D.	- - -	- - -
S. 489	Salaries of additional inspectors of the State Board of Labor and Industries.	S. B. 3d R. H. W. & M.	H. 1849 Rep. N. D. H. 1709	Sub. by S. for S. 120 <sup>4</sup> -	- - -
S. 510	Regulating increases in salaries of officers and employees in the service of the Commonwealth (based on H. 322-325).	-	-	Sub. by S. for H. 324	-
S. 575	Employment and salary of a State attendance officer (based on S. 330, S. 350).	H. W. & M. Ed.	O. P. Rep.	T. -	320 G.
S. 582	Salary of an additional watchman at the State House.	S. W. & M. Jt. W. & M.	N. G. C. Rep. Ch.	Ac. - Am. by S. & H.	- 315 G.
S. 636	Return by the Governor of H. 1849 relative to salaries of the members, secretary, and medical advisor of the Industrial Accident Board, with suggested amendment.	-	-	-	-
H. 19	To fix the minimum wage of scrubwomen,	La. H. W. & M.	L. W. N. G. C. <sup>5</sup>	H. sub. bill for L. W. Rec. See H. 1731	- -
H. 34	Compensation of employees of State institutions.	P. S.	L. W.	Ac.	-
H. 127	Mileage for certain members of the District Police.	P. S.	L. W.	Ac.	-
H. 147	Salary of the chief engineer at the State House,	P. S. H. W. & M.	Rep. N. P.	- - <sup>6</sup>	- -

<sup>1</sup> See under "Wages and Salaries," on page 181.<sup>2</sup> H. 1709 as amended and passed by the House to be engrossed.<sup>3</sup> All bills relative to the compensation of public officials receiving large salaries are omitted, unless the persons holding the positions specified are engaged primarily in the administration of the labor laws.<sup>4</sup> See under "Civil Service Law," on page 178.<sup>5</sup> Report negatived and bill amended by House. See H. 1731.<sup>6</sup> N. P. negatived; H. 1701 substituted.

13. PUBLIC EMPLOYMENT — *Continued.*

House or Senate Bill	SUBJECT MATTER.	Committee to which Referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
<b>b. Wages and Salaries— Con.</b>					
<i>1. State Employees— Con.</i>					
H. 169	Compensation of the watchmen at the State House.	P. S. H. W. & M.	O. P. Ch. Rep.	Am. by H. See H. 1719	- Res. 1
H. 171	Extension of time of report of Supervisor of Administration relative to compensation and working conditions of State and County employees.	P. S.	Rep.	-	-
H. 243	Salaries of assistant engineers, firemen, and helpers in the Sergeant-at-Arms' Department.	P. S. H. W. & M.	Rep. O. P. Ch.	Am. by H. See H. 1718	-
H. 244	Salary of the matron in the Sergeant-at-Arms' Department.	P. S. H. W. & M.	Rep. O. P. Ch.	Am. by H. See H. 1698	-
H. 286	Compensation of the porters at the State House.	P. S.	H. 1684	-	-
H. 288	Salaries of turnkeys and watchmen at the State Prison and Reformatory.	P. S.	L. W.	Ac.	-
H. 289	Same subject.	P. S. H. W. & M.	Rep. O. P. Ch.	Am. by H. See H. 1715	-
H. 320	Salaries in the Adjutant General's Department.	P. S. S. W. & M.	Ref. S. 554	-	-
H. 322	Recommendations of the Supervisor of Administration relative to compensation of State employees.	P. S.	H. 324 H. 325	-	-
H. 324	Repeal certain provisions relative to classification and increases of salaries of clerks and stenographers (based on H. 322).	P. S.	N. L.	S. sub. S. 510	-
H. 325	Establishing positions and salaries in the Executive Department (based on H. 322).	P. S. S. W. & M.	Rep. O. P.	Am. by S.	25 G.
H. 342	Recommendation of the Civil Service Commission as to certain increases in salaries of employees in that Commission.	P. S.	H. 343	-	-
H. 343	Salaries of certain employees of the Civil Service Commission (based on H. 342).	P. S.	N. G. C.	Ac.	-
H. 496	Compensation of employees of the Commonwealth in the military or naval service of the United States.	Mil. Aff.	S. 444	-	-
H. 512	Extra allowances for chief engineers and chief operating engineers employed by the Commonwealth.	P. S.	N. G. C.	Ac.	-
H. 674	Additional compensation for elevator operators at the State House.	P. S. H. W. & M.	Rep. Ch. O. P. Ch.	Am. by H. See H. 1721	-
H. 675	Compensation of pages at the State House.	P. S.	H. 1676	-	-
H. 676	Salaries of doorkeepers, postmaster, and messengers of the Senate and House.	P. S.	H. 1677	-	-
H. 688	Salaries of engineers in the prison service.	P. S. H. W. & M.	Rep. N. D. H. 1624	-	-
H. 689	Examiners' salaries in the department of the Controller of County Accounts.	P. S.	N. G. C.	Ac.	-
H. 867	Recommendations of the Chief of the District Police.	P. S.	H. 871	-	-
H. 871	Appointment and salaries of four additional boiler inspectors in the District Police (based on H. 867).	H. W. & M.	N. L.	Ac.	-
H. 983	Referring to next General Court all bills increasing salaries and pensions of persons in the service of the Commonwealth.	P. S.	L. W.	Ac.	-
H. 1110	Regulation of salaries of assistant engineers in the prison service.	P. S. H. W. & M.	Rep. N. D. H. 1624	-	-
H. 1111	Regulation of salaries of firemen in the prison service.	P. S. H. W. & M.	Rep. N. D. H. 1624	-	-
H. 1112	Salaries of employees of the Reformatory for Women.	P. S.	H. 1740	-	-
H. 1113	Salary of forewoman in the Sergeant-at-Arms' Department.	P. S. H. W. & M.	Rep. N. P.	Ac.	-
H. 1165	Recommendations of Massachusetts Bureau of Prisons.	P. S.	H. 1174	-	-
H. 1174	Regulation of salaries in the prison service (based on H. 1165).	P. S.	N. G. C.	Ac.	-

13. PUBLIC EMPLOYMENT — *Continued.*

House or Senate Bill	SUBJECT MATTER.	Committee to which Referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
	<b>b. Wages and Salaries — Con.</b>				
	<i>1. State Employees — Con.</i>				
H. 1376	Salaries of additional inspectors in the State Board of Labor and Industries.	P. S. H. W. & M.	N. G. C. N. D. H. 1709	- H. sub. bill for N. G. C.	- -
H. 1451	Report of Supervisor of Administration relative to compensation, etc., of employees of the Commonwealth and of counties.	P. S.	- <sup>1</sup>	-	-
H. 1624	Salaries of engineers, assistant engineers, and firemen in the prison service (based on H. 688, H. 1110, H. 1111).	W. & M.	O. P.	-	157 G.
H. 1676	Compensation of pages of the General Court (based on H. 675).	P. S. W. & M.	Rep. O. P.	Am. by H. Vetoed by H. 1805	- -
H. 1677	Salaries of doorkeepers, postmaster, and messengers of the General Court (based on H. 676).	P. S. H. W. & M.	Rep. N. D. H. 1754	- -	- -
H. 1684	Salaries of porters at the State House (based on H. 236).	P. S. H. W. & M.	Rep. O. P. Ch.	Am. by H. See H. 1722	- 215 G.
H. 1698	Salary of the matron at the State House,	H. B. 3d R. S. W. & M.	Rep. O. P.	- <sup>2</sup> -	- 182 G.
H. 1701	Salary of the chief engineer at the State House,	S. W. & M.	O. P.	Sub. by H. for N. P. on H. 147	Vetoed by H. 1804
H. 1709	Salaries of additional inspectors in the State Board of Labor and Industries.	H. W. & M.	N. D. S. 489, <sup>3</sup> H. 1756 <sup>3</sup>	- -	- -
H. 1715	Salaries of turnkeys and watchmen in the State Prison and the Massachusetts Reformatory.	H. B. 3d R. S. W. & M.	Rep. O. P.	- <sup>4</sup> Am. by S.	- 213 G.
H. 1718	Salaries of engineers, firemen, and helpers at the State House.	S. B. 3d R.	Rep.	- <sup>5</sup>	-
H. 1719	Compensation of watchmen and assistant watchmen at the State House.	S. W. & M. S. W. & M.	O. P. O. P.	- -	201 G. 202 G.
H. 1721	Compensation of the elevator operators at the State House.	H. B. 3d R. S. W. & M.	Rep. O. P.	- <sup>6</sup> -	- 202 G.
H. 1722	Salaries of porters at the State House,	S. B. 3d R. S. W. & M.	Rep. O. P. Ch.	- <sup>7</sup> -	- 203 G.
H. 1731	Minimum wage of scrubwomen employed by the Commonwealth, <sup>8</sup>	S. W. & M.	O. P.	- <sup>8</sup> Am. by S.	- 203 G.
H. 1740	Salaries of the officers and employees of the Reformatory for Women (based on H. 1112).	P. S. H. W. & M.	Rep. N. D.	- -	- -
H. 1754	Salaries of doorkeepers, postmaster, and messengers of the General Court (based on H. 1677).	H. W. & M.	O. P. H. 1777	N. D. of H. 1677	-
H. 1804	Governor's veto of House Bill 1701,	S. W. & M.	O. P.	-	235 G.
H. 1805	Governor's veto of House Bill 1676,	-	-	-	-
H. 1811	Salaries of the agents of the Massachusetts Bureau of Prisons (based on H. 637, H. 1674).	H. W. & M. S. W. & M.	O. P. O. P. Ch.	- Am. by S.	- 266 G.
H. 1849	Salaries of the members, secretary, and medical advisor of the Industrial Accident Board (based on S. 466).	H. W. & M. S. W. & M.	O. P. O. P.	- -	- 299 G.
H. 1929	Additional compensation for pages at the State House.	H. W. & M.	-	- <sup>10</sup>	Res. 70

<sup>1</sup> S. 205, S. 467, S. 474, H. 1713 were reported.<sup>2</sup> H. 244, as amended, changed by H. B. 3d R. and passed by the House to be engrossed.<sup>3</sup> See page 179.<sup>4</sup> H. 289, as amended, changed by H. B. 3d R. and passed by the House to be engrossed.<sup>5</sup> H. 243, as amended, changed by H. B. 3d R. and passed by the House to be engrossed.<sup>6</sup> H. 169, as amended, changed by H. B. 3d R. and passed by the House to be engrossed.<sup>7</sup> H. 674, as amended, changed by H. B. 3d R. and passed to be engrossed.<sup>8</sup> H. 1684, as amended, changed by H. B. 3d R. and passed to be engrossed.<sup>9</sup> H. 19, as amended, changed by H. B. 3d R. and passed by the House to be engrossed.<sup>10</sup> Returned by the Governor with amendment; amended and enacted.<sup>11</sup> Introduced on leave.

13. PUBLIC EMPLOYMENT — *Continued.*

House or Senate Bill	SUBJECT MATTER.	Committee to which Referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
<b>b. Wages and Salaries — Con.</b>					
<i>2. County Employees.</i>					
S. 117	Compensation of the clerks of registers of probate.	P. S.	L. W.	Ac.	-
S. 264	Systematizing of payment of compensation to various officials and employees of the County of Suffolk.	Met. Aff. Met. Aff. Cos.	Rep. Rep. H. 1868	Rec. - -	- - -
S. 467	Salaries established for certain court stenographers (based on H. 1451, H. 1941).	P. S.	Rep. O. P. N. D.	N. D. H. 1934 -	- - -
S. 657	Salaries of stenographers of the Superior Court (based on H. 1941).	S. W. & M. Cos.	N. D. H. 1941	- -	- -
H. 84	Appointment and salary of county rural district nurses.	P. H.	N. G. C.	Ac.	-
H. 171	Extension of time of report of Supervisor of Administration relative to compensation and working conditions of State and County employees.	P. S.	Rep.	-	Res. 1
H. 677	Salaries of janitors and superintendents of certain county buildings in Bristol County.	P. S. Cos.	Rep. Ch. O. P.	- -	- -
H. 980	Authorizing temporary increase in salaries of certain employees of counties.	S. W. & M. P. S.	O. P. L. W.	- Ac.	170 G. -
H. 1451	Report by Supervisor of Administration relative to compensation, etc., of employees of the Commonwealth and counties.	P. S.	- <sup>1</sup>	-	-
H. 1868	Payment of compensation to various officials and employees of the County of Suffolk systematized (based on S. 264).	Met. Aff.	Rep.	N. D. of S. 264 Rec.	-
H. 1934	Salaries of stenographers of the Superior Court (based on S. 467).	Met. Aff. Cos.	N. G. C. O. P.	Ac. H. sub.	- -
H. 1941	Same subject (based on H. 1934).	W. & M.	S. 657	H. 1491 N. D. of H. 1934	- 357 G.
<i>3. City and Town Officers and Employees.</i>					
S. 177	Minimum salaries for public school teachers.	Ed.	L. W.	Ac.	-
H. 249	Salaries of Beverly policemen and firemen regulated.	Cit.	Rep.	-	75 Sp.
H. 452	Payment for overtime for employees of the city of Boston.	Cit.	L. W.	Ac.	-
H. 731	Hours of duty and compensation of members of the police force of the city of Boston.	Cit.	L. W.	Ac.	-
H. 732	Hours of duty of police officers in the city of Boston and compensation for overtime.	Cit.	L. W.	Ac.	-
H. 733	Establishing minimum compensation for police officers in the city of Boston.	Cit.	L. W.	Ac.	-
H. 907	Establishing minimum compensation for firemen in the city of Boston.	Cit.	L. W.	Ac.	-
H. 1327	Compensation for volunteer services of certain policemen of the town of Hudson.	Tns.	L. W.	Ac.	-
H. 1713	Compensation of certain employees of the Municipal Court of Boston (based on H. 1451). <sup>2</sup>	P. S. Cos.	Rep. O. P. Ch.	- See H. 1813	- -
H. 1813	Salary of officers of the Municipal Court of Boston.	S. W. & M.	O. P.	- <sup>3</sup>	276 G.
<i>4. Miscellaneous.</i>					
H. 1227	Increase in salaries of employees of the Metropolitan Park Commission.	Met. Aff.	L. W.	Ac.	-
<b>c. Hours of Labor.</b>					
S. 56	Division into day and night forces of permanent members of fire departments.	Cit.	S. 365	-	-
S. 314	Two-platoon system for the fire department of the city of Quincy.	Cit.	L. W.	Ac.	-
S. 365	Division into day and night forces of permanent members of fire departments (based on S. 56).	Cit. Cit.	Rep. N. D. S. 403	Rec. -	- -

<sup>1</sup> S. 205, S. 467, S. 474, H. 1713 were reported.<sup>2</sup> See under "County Employees," on page above.<sup>3</sup> H. 1713, as passed to be engrossed.

13. PUBLIC EMPLOYMENT — *Continued.*

House or Senate Bill	SUBJECT MATTER.	Committee to which Referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
<b>c. Hours of Labor — Con.</b>					
S. 403	Same subject (N. D. of S. 365), . . .	Cit.	O. P.	Am. by H. & S.	132 G.
H. 5	Two-platoon system for the fire department of the city of Cambridge.	Cit.	L. W.	Ac.	-
H. 162	Defining the words "extraordinary emergency" as used in the eight-hour law.	La.	L. W.	Ac.	-
H. 455	Two-platoon system in the fire department of the City of Boston.	Cit.	L. W.	Ac.	-
H. 731	Hours of duty and compensation of members of the police force in the city of Boston.	Cit.	L. W.	Ac.	-
H. 732	Hours of duty of police officers in the city of Boston and compensation for overtime.	Cit.	L. W.	Ac.	-
H. 736	Two-platoon system in the fire department of the city of Chicopee.	Cit.	L. W.	Ac.	-
H. 907	Hours of duty and compensation of members of the fire department of the city of Boston.	Cit.	L. W.	Ac.	-
H. 1195	Two-platoon system in the fire department of the city of New Bedford.	Cit.	L. W.	Ac.	-
<b>d. Vacations, Half-holidays and Days Off.</b>					
S. 4	Vacations of certain municipal employees; defining the term "regularly employed."	Cit.	N. G. C.	Ac.	-
H. 130	Vacations for laborers, mechanics, and others employed by the Commonwealth.	P. S.	H. 1580	-	-
H. 511	Time off for laborers, workmen, and mechanics.	P. S.	H. 1580	-	-
H. 516	Annual vacations for certain State and Metropolitan employees.	P. S.	H. 1580	Ac.	-
H. 648	Leaves of absence for veterans of the Civil, Spanish, and European Wars.	Mil. Aff.	L. W.	Ac.	-
H. 1114	Vacations with pay for laborers, workmen, and mechanics employed by the Commonwealth.	P. S.	H. 1580	-	-
H. 1580	Vacations with pay for laborers, workmen, and mechanics employed by the Commonwealth, the Metropolitan Water and Sewerage Board and the Metropolitan Park Commission.	P. S. W. & M.	Rep. O. P. Ch.	-	152 G.
<b>e. Preference in Public Employment.</b>					
S. 64	Preference in appointment to civil service positions to persons physically handicapped.	P. S.	L. W.	Ac.	-
S. 557	Preference to soldiers, sailors, and marines and citizens in the construction of public works.	Reconst.	S. 581	-	-
S. 581	Preference in public employment to soldiers, sailors, and marines and citizens (based on S. 557).	Reconst.	Rep.	Am. by S.	253 G.
H. 830	Preference to citizens in employment of needy persons.	S. W. S. W. & M.	Rep. N. P.	-	-
H. 1478	Preference to soldiers, sailors, and marines in the construction of highways with Federal aid.	R. & B.	Rep.	Ac.	89 G.
<b>f. Corrupt Practices.</b>					
S. 256	Removal from public office of State officials and employees guilty of misfeasance in office.	J. J.	L. W.	Ac.	-
S. 507	Prohibiting the employment of members of the General Court or State officers or employees to favor or oppose questions submitted to voters (based on H. 1048).	J. J.	Rep.	S. sub. S. 520	-
S. 520	Same subject (based on S. 507), . . .	S. B. 3d R.	Rep.	Sub. by S. for S. 507	196 G.
H. 16	Promoting or opposing proposed legislation for hire, regulated.	J. J.	L. W.	Am. by S. Ac.	-
H. 1048	Prohibiting the employment of members of the General Court or of State officials or employees from favoring or opposing measures to be submitted to the people.	J. J.	S. 507	-	-

13. PUBLIC EMPLOYMENT — *Concluded.*

House or Senate Bill	SUBJECT MATTER.	Committee to which Referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
	<b>g. Miscellaneous.</b>				
S. 3	Reorganization of the executive and administrative offices, boards, and commissions of the Commonwealth.	Adm. & C.	H. 1830	-	-
H. 36	Appointment of a Commission on Reconstruction for the purpose of readjusting industrial and economic conditions.	Reconst.	H. 1297	-	-
H. 445	Appointment of a wage-earner as a member of the Public Service Commission.	Adm. & C.	L. W.	Ac.	-
H. 466	Disqualification of certain aliens from holding any public office of honor, trust or profit.	Cons. Am.	N. P.	- <sup>1</sup>	-
H. 742	Policemen and firemen of cities and towns to be furnished uniforms.	Cit.	L. W.	Ac.	-
H. 1080	Preparation and printing of lists of officials and employees of the city of Boston.	Met. Aff.	Rep.	-	168 Sp.
H. 1117	Appointment of persons in the Auditor's, Collector's and Assessing departments of the city of Boston.	P. S.	L. W.	Ac.	-
H. 1172	Appointment of special district police officers (based on H. 1165). <sup>2</sup>	I. A.	Rep.	-	105 G.
H. 1830	Reorganization in departments of the executive and administrative functions of the Commonwealth (based on S. 3). <sup>3</sup>	Adm. & C. H. W. & M.	Rep. O. P. Ch.	- See H. 1869 and H. 1900	-
H. 1869	Certain suggested changes in H. 1830 (see above).	-	-	-	-
H. 1875	Same subject, . . . . .	-	-	-	-
H. 1894	Same subject, . . . . .	-	-	-	-
H. 1900	Reorganization in departments of the executive and administrative functions of the Commonwealth.	S. W. & M.	O. P. Ch.	- <sup>4</sup>	350 G.

## 14. PRISON LABOR.

S. 193	Labor performed by prisoners; law amended,	J. J.	L. W.	Ac.	-
H. 700	Additional allowance for labor of prisoners to be paid for in part support of their wives or children.	S. W.	L. W.	Ac.	-
H. 910	Further land for development by prison labor in Bristol County.	Cos.	N. G. C.	Ac.	-
H. 911	Authorizing the construction of certain buildings and purchase of farm machinery at the House of Correction in Walpole.	Cos.	L. W.	Ac.	-
H. 1165	Recommendations of the Massachusetts Bureau of Prisons.	H. W. & M.	H. 1168, H. 1169, H. 1173, H. 1175	-	-
H. 1168	Moving and remodeling of barns, etc., at the Reformatory for Women by prison labor (based on H. 1165).	H. W. & M.	N. L.	Ac.	-
H. 1169	Purchase of land for development and cultivation by prison labor (based on H. 1165).	H. W. & M.	N. L.	Ac.	-
H. 1173	Use by public institutions in cities of articles made by labor of prisoners (based on H. 1165).	P. I.	Rep.	-	45 G.
H. 1175	Compensation of prisoners for their labor at certain institutions.	P. I. P. I.	N. G. C. N. P.	Rec. Ac.	- -

<sup>1</sup> Placed on file.<sup>2</sup> See under "State Employees," on page 180.<sup>3</sup> All of the bills relative to the reorganization in departments of the executive and administrative functions of the Commonwealth which do not materially affect the status of the employees of the several State departments, etc., have been omitted.<sup>4</sup> H. 1830, as amended and changed by H. B. 3d R. and passed by the House to be engrossed.



## 15. LEGAL HOLIDAYS.

House or Senate Bill	SUBJECT MATTER.	Committee to which Referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
H. 22	Designating the twelfth day of February a legal holiday to be known as "Lincoln Day."	L. A.	N. G. C.	Ac.	-
H. 23	Providing that November eleventh be a legal holiday to be called "Victory Day."	L. A.	L. W.	Ac.	-
H. 24	Making the day of the Presidential election a legal holiday.	L. A.	L. W.	Ac.	-
H. 66	Certain holidays to be observed on Monday of the week in which they occur.	L. A.	L. W.	Ac.	-
H. 118	State election day to be a legal holiday, .	L. A.	L. W.	Ac.	-

## 16. SUNDAY LABOR AND WEEKLY DAY OF REST.

S. 81	One day's rest in seven for employees in hotels and restaurants.	La.	L. W.	H. sub. bill for L. W. Rec.	-
		La.	Rep.	Am. by S. Rej. by S.	-
S. 104	Days of employment in certain manufacturing and mercantile establishments; law amended.	La.	L. W.	Ac.	-
H. 115	One day's rest in seven for employees of hotels, restaurants, stables, and garages.	La.	L. W.	Ac.	-
H. 625	Authorizing certain business and the performance of certain labor on the Lord's Day.	L. A.	N. G. C.	Ac.	-
H. 771	Days of employment of pharmacists and employees in drug stores regulated.	La.	L. W.	Ac.	-
H. 1070	Prohibiting the exhibition of motion pictures on the Lord's Day.	Mer. Aff.	Rep.	Bill rej. by S.	-
H. 1465	Observance of the Lord's Day as to labor, .	-	-	- <sup>1</sup>	-

## 17. HOUSING OF WORKING PEOPLE.

S. 111	Authorizing cities and towns to provide homesteads for citizens.	M. F.	N. G. C.	Ac.	-
S. 130	Preference based on war service in the assignment of homesteads.	S. W.	N. G. C.	Ac.	-
S. 619	Authorizing the city of Boston to provide homes for its inhabitants.	Cit.	-	-	-
S. 643	Housing of people in the city of Boston (based on H. 1308).	Met. Aff.	-	-	-
H. 534	Construction of homesteads in the city of Holyoke.	S. W.	N. G. C.	Ac.	-
H. 821	Authorizing the city of Boston to provide housing facilities for its inhabitants.	S. W.	N. G. C.	Ac.	-
H. 823	Homesteads for citizens of the Commonwealth.	S. W.	N. G. C.	Ac.	-
H. 1152	Recommendations of the Homestead Commission.	-	-	-	-
H. 1244	Free homes for disabled soldiers and sailors who are citizens of the Commonwealth.	Reconst.	S. 375 <sup>2</sup>	-	-
H. 1308	Housing of the people in the city of Boston, .	Met. Aff.	S. 643	-	-

## 18. MISCELLANEOUS.

S. 109	Enabling business corporations to provide for representation of their employees on the boards of directors.	Mer. Aff. Mer. Aff.	N. G. C. S. 373	Rec.	- -
S. 295	Postponing the taking effect of General Acts, 1918, c. 257 <sup>3</sup> (based on H. 605).	J. J.	Rep.	-	5 G.

<sup>1</sup> Ordered printed as a House document.

See under "Education of the Handicapped," on page 175.

<sup>3</sup> This bill has been included because it provides for the postponement of the taking effect of certain amendments in 1918 of the labor laws.

18. MISCELLANEOUS — *Concluded.*

House or Senate Bill	SUBJECT MATTER.	Committee to which Referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
S. 378	Enabling manufacturing corporations to provide representation of their employees on the board of directors (based on S. 109).	Mer. Aff.	Rep.	-	70 G.
S. 519	Penalizing carriers and their employees for fraud and embezzlement in certain cases (based on S. 259). <sup>1</sup>	J. J.	L. W.	Bill sub. for L. W. by S.	188 G.
H. 62	Providing that in case of accidents, employees driving vehicles shall be presumed to be within the scope of their employment.	J. J.	L. W.	Ac.	-
H. 234	Report of the Joint Board of the State Board of Agriculture and State Department of Health as to utilization of wet lands for industrial purposes.	Ag.	Rep.	-	98 G.
H. 605	Postponing the taking effect of General Acts, 1918, c. 257. <sup>2</sup>	J. J.	S. 295	-	-
H. 1017	Report on the State Board of Labor and Industries.	Adm. & C.	H. 1830 <sup>3</sup>	-	-
H. 1234	Physical examination of all employees preparing or serving food, regulated.	P. H.	-	-	-
H. 1952	Directing the Board of Trustees of the Boston Elevated Railway Company to resume operation of the system to employ and re-employ only citizens of the United States, giving preference to citizens of Massachusetts and to soldiers and sailors.	-	-	- <sup>4</sup>	-

<sup>1</sup> Omitted, as not relevant to labor.<sup>2</sup> This bill has been included because it provides for the postponement of the taking effect of certain amendments in 1918 of the labor laws.<sup>3</sup> See under "*Public Employment*," on page 184.<sup>4</sup> N. G. C. under 12th Joint Rule.

III.

OPINIONS OF THE ATTORNEY-GENERAL ON PENDING  
LEGISLATION, 1919.

AN ACT TO REGULATE THE HOURS OF EMPLOYMENT OF BAKERY  
WORKERS.

HOUSE DOCUMENT No. 1381.

**The Commonwealth of Massachusetts.**

DEPARTMENT OF THE ATTORNEY-GENERAL,  
BOSTON, Feb. 12, 1919.

LELAND POWERS, Esq., *Chairman, Committee on Bills in the Third Reading.*

DEAR SIR:— I am in receipt of your letter of the 6th inst. in which you request my opinion upon the constitutionality of House Bill No. 114, entitled "An Act to regulate the hours of employment of bakery workers."

The first two sections of the act are as follows:—

"SECTION 1. Except in cases of emergency as hereinafter provided, it shall be unlawful to make or bake bread, rolls, buns, biscuits, cake, pastry and crackers and all other bakery goods in any bakeshop, bakery, hotel, restaurant or club, between the hours of eight o'clock in the evening and four o'clock in the morning.

"SECTION 2. In cases of emergency where serious suffering, loss, damage, or public inconvenience are threatened, the police commissioner of the city of Boston, or any member of the police department thereof having the rank not lower than captain and designated by said commissioner, or the chief of police of any other city or of any town upon such terms and conditions as he shall impose may issue a permit allowing the work prohibited in the preceding section to be done in the prohibited hours, but such permit shall be valid only during the twelve hours after the time it is issued."

In the case of *Lochner v. New York*, 198 U. S. 45, it was held that a statute of New York limiting the hours of employment in bakeries to not more than ten hours a day was unconstitutional, as "an illegal interference with the rights of individuals, both employers and employees, to make contracts regarding labor upon such terms as they may think best or which they may agree upon with the other parties to such contracts." This decision was expressly recognized by our Supreme Judicial Court in the case of *Commonwealth v. Boston & Maine R.R.*, 222 Mass. 206, as binding upon the Legislature and courts of this Commonwealth.

It seems clear from these decisions that House Bill No. 114 would be unconstitutional if enacted into law, unless the fact that the prohibition contained in this bill applies only to night work and baking at night makes it distinguishable from these cases. If

employment in the night-time in a bakery, or baking at night, has any reasonable relation to the public health, safety, or morals, acts of this character might be sustained as valid police regulations. The question of whether the prohibition contained in this bill is appropriate to safeguard the public health or the health of individuals who are following the trade of a baker is largely a question of fact, in the first instance, at least, to be determined by the Legislature itself. No evidence, however, has come to my attention which tends to show that this bill can be distinguished from the acts found to be unconstitutional in the cases cited, and, accordingly, I am constrained to advise that, in my opinion, House Bill No. 114 would be unconstitutional if enacted into law.

Very truly yours,

HENRY C. ATTWILL,  
*Attorney-General.*

SENATE DOCUMENT No. 659.

## **The Commonwealth of Massachusetts.**

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DEPARTMENT OF THE ATTORNEY-GENERAL,  
BOSTON, July 16, 1919.

HON. EDWIN T. MCKNIGHT, *President of the Senate.*

DEAR SIR:— I am in receipt of a copy of an order adopted by the Honorable Senate on the 9th inst., of the following tenor:—

“*Ordered*, That the Senate request the opinion of the Attorney-General on the following question of law:—

Would it be contrary to the laws of the United States or of this Commonwealth for a combination of fishermen to enter into an agreement with dealers purchasing their product fixing minimum prices for such product as a method of fixing the wages of such fishermen?”

The order does not state to whom the product upon which the price is to be fixed belongs, but apparently it is assumed to belong to the fishermen. Upon this assumption it is not possible for me to give an opinion, for the reason that the answer would depend upon facts which are not stated. For example, whether the purpose of the combination of fishermen and dealers is to advance the price of fish, or whether the combination would be of such size as to give substantial price-making power.

I apprehend, however, that the purpose of the Honorable Senate in passing the order was to obtain an opinion which would be applicable to the situation in the fish industry in this Commonwealth, and therefore submit the following answer.

It is my understanding that the fishermen employed on vessels landing fish at Boston and other points in this Commonwealth are in general paid an amount equal to a certain proportionate part of the proceeds of the cargo, the proportion varying from 7-1000, in the case of a fisherman on a steam trawler, to a much larger percentage in the case of fishermen employed on sailing vessels, the variation being due principally

to the fact that the trawler fishermen receive a definite salary in addition to their share in the proceeds.

As a general rule, the fish caught does not belong to the fishermen. While the pay received by the fisherman depends, at least in part, upon the value of the cargo, he cannot be considered the owner of such cargo, but still remains an employee. *Baxter v. Rodman*, 3 Pick. 435. *Cambra v. Santos*, decided May 24, 1919.

In this situation it is difficult to see how the fishermen may, by arrangement with dealers to whom the fish may be sold, fix a minimum price thereon, when, as above pointed out, the fish is not owned by them.

It is too well recognized to require the citation of authorities that employees have a right, both under the laws of this Commonwealth and of the United States, to combine and contract with their employer as to what wages they shall receive.

This right on the part of the employees, however, does not include the right to dictate to their employer as to the manner and terms upon which the product of the employees' labor shall be sold, and a combination to effect this, in my judgment, would be an unlawful combination. While it is true that combinations of workmen by collectively bargaining as to the wages they shall receive necessarily affect the price of the product of their labor, this is an incident necessarily flowing from the exercise of this right. When, however, a combination of workmen, under the guise of collective bargaining as to wages, attempts to fix the price at which the product of their labor shall be sold by their employer, they exceed their lawful rights, and the combination becomes unlawful. And I think it is equally plain that it is unlawful for such a combination to enter into agreements with the purchasers of the product, by which it is agreed that the product shall be bought only on certain terms.

I do not mean to intimate that I am of the opinion that an agreement may not legally be effected between the fishermen and their employer by which the wages to be paid are fixed upon the basis that the fish caught is of a certain minimum value.

Assuming, therefore, that the facts are as I understand them, your question is to be answered in the affirmative.

Very truly yours,

HENRY C. ATTWILL,  
*Attorney-General.*

## IV.

## RECOMMENDATIONS CONCERNING LABOR IN THE INAUGURAL ADDRESS OF THE GOVERNOR, 1919.

## HOUSING AND WORKING CONDITIONS.

Increased respect for man has brought increased respect for his environment and occupation. Housing and working conditions are a matter of the gravest public concern. It has been the practice of the General Court to survey this field always with great care, until these conditions in Massachusetts are unsurpassed in any other jurisdiction. But this work is not done. The health, social, and economic conditions of our citizens must continue to improve with the increase of our resources. That same watchful care which has justified past legislation over housing, sanitation, hours of labor, and conditions of employment in different occupations must be maintained.

The ability to work, to achieve, to act for an infinite variety of ends places man in his supreme position in all creation. But it has been by a conservation rather than a destruction of human resources that civilization has advanced. If in any respect you find conditions bearing too heavily upon those who toil, do what you can for their relief. Let them know the government has for them great solicitude. No progress was ever made by regarding mankind as cheap.

## VOCATIONAL EDUCATION.

Next to maintaining ordered liberty comes the public duty of providing education. Other localities surpass ours in the possession of natural resources. Our strength lies in the skill, energy, and intelligence of our citizens. Knowing more they accomplish more. If this mental supremacy should pass from us we could no longer compete with regions more naturally favored. Looking at the material and practical side of the problem it is clear that education is a necessary matter of business. Trade, vocational, and technical schools must be established, encouraged, and maintained. These courses of instruction must be pursued with great thoroughness. This has come to be well understood by all students of our conditions and needs. A democracy requires equal opportunity of training for all avenues of life. Profession and artisan, doctor and mechanic, are alike entitled to the solicitous care of the State in providing for their education.

But this effort for a practical education will be in vain if we look at the practical side alone. Education must teach more than the ability to earn a livelihood, — it must teach the art of living. It is less important to teach what to think than how to think. The end sought should be broad and liberal rather than narrow and technical. The ideals of the classics, the humanities, must not be neglected. After all, it is only the ideal that is practical. . . .

## PRODUCTION AND MATERIAL WELFARE.

No State under which the government was indifferent to the material welfare of its citizens would be worthy of support. In the long run this depends upon one condition, and that is the amount of production. Production in turn depends upon the chance to conduct enterprises at a profit. When business activities are encouraged it is therefore for the public welfare. The investment of capital should be welcomed and made profitable. On that depends the solution of every social and economic problem. The war has shown that it is not money which must be had, but materials, shelter, food, and clothing. Money that cannot be exchanged for these has little value. It is of supreme public importance that production be stimulated. Without it all other effort for human betterment is in vain.

One of the chief means of lessening the burdens of man and increasing his material blessings has been the production of mobile mechanical power. First steam and then electricity was brought into service. There can be no doubt of the great benefits derived from the development of electrical power from coal and water. Central power stations at tidewater and inland water-power development should be stimulated and encouraged. On the increase of such power will depend the place we shall hold in future civilization.

## EMPLOYMENT FOR RETURNING SOLDIERS AND SAILORS.

The men on whom fell the task of saving our civilization are returning to us. Nearly 200,000 of the best Massachusetts had are coming home. No welcome could measure the worth of their services or express our appreciation of their sacrifices. It is enough to say that they have kept Massachusetts still first.

By the mercy of Providence most of them are in the vigor of manhood. They met the conditions of war and will meet the conditions of peace. But it were an empty welcome which did not extend to these heroes of land and sea every aid in returning to the ranks of production. There is no lack of work in the world. The need of products was never so great. But modern production requires organization. We must organize, so far as possible, all private enterprise for the employment of all who are discharged from war service. We shall fail in the object of aiding the men who have borne arms if we forget the men who have been in industry. Both are deserving. This is a question of business rather than government. There may be less difficulty in readjustment than is anticipated, but the contingency must not be disregarded. There is no need for treating it as an actuality. Provision should be made for loans, if need arise, for reforestation, reclamation of land, erection of houses under the homestead law, and other public works to provide employment in contingency for discharged soldiers and sailors.

Some are returning broken of body and mind. Until discharged they will be under the care of the United States. After that whatever the Federal government fails to provide for their needs and their dependents should be provided by our Commonwealth. No man incapacitated in the service should ever want for a reasonable support. In addition to this there must be the opportunity of rebuilding, training, education, and employment. That these numbers are mercifully small requires from us the better service to each individual.

Already a committee has been appointed to meet and welcome men as they return. It has been suggested that each be awarded an appropriate service medal. This should be done at once. Further provision should be made for relief during any interval of inability to find employment, and every resource of the Commonwealth used to aid in placing men at once in profitable production. . . .

#### HOMESTEADS.

For some years there has been a movement to encourage home owning. Recently a constitutional amendment was adopted and a law passed to promote this purpose. It is administered by the Homestead Commission. A beginning has been made.

The underlying purpose is to raise the standard of citizenship. Nothing is so effective in this respect as an interest in real estate, a home. This work is only in embryo. It should be enlarged. Inducements should be made to encourage home building in a much larger way, not only by the State, but through local activities, through the providing of capital and loans at low rate of interest and some exemption from taxation.

#### AGRICULTURE.

The foundation of our national prosperity depends on agriculture. The tillers of the soil hold the ideal position for the development of good citizenship. It is earnestly recommended that means be provided for encouraging agricultural development, for co-operating with the various agencies through which it is promoted, and for assisting in the profitable marketing of its products.

#### CONCLUSION.

. . . Let there be a purpose in all your legislation to recognize the right of man to be well born, well nurtured, well educated, well employed, and well paid. This is no gospel of ease and selfishness, or class distinction, but a gospel of effort and service, of universal application. . . .



## V.

TABLE SHOWING DISPOSITION OF STATUTES, 1915 TO 1919,  
INCLUSIVE, CITED IN THIS BULLETIN.

NOTE. — References to chapters and sections refer to the statutes. Paragraph numbers refer to the paragraphs in this bulletin. In the column headed "chapter" the chapter numbers have not been repeated. Where a dash appears in the column headed "section" it indicates that reference is made to the entire act.

1915 (General Acts).			1915 (General Acts) — Con.			1915 (General Acts) — Con.		
CHAP.	SEC.	PAR.	CHAP.	SEC.	PAR.	CHAP.	SEC.	PAR.
4	1-3	196A-G	169	—	1063A	225	2	921M
5	1-3	196A-G	177	—	1361		3	921N
6	—	1 —			1361A		4	921O
10	1	1067	178	1	672A		5	921P
11	—	1070A		2	672B		6	921Q
16	1	1070		3	672C		7	921R
	4	1065	179	—	577	234	1	714A
	5	1066			1286		2	714
27	—	489	181	—	675A	236	1	590A
32	—	756	183	1	679A	244	1-3	683A
47	—	727		2	679B	251	—	1113
57	—	463	186	1, 2	1177A			{ 989
60	—	1219A, C	189	1	921A	253	1	{ 990
62	—	959A		2	921B		2	991
65	1	571A		3	921C		3	992
69	—	330		4	921D		4	994
70	—	415		5	921E		5	995
75	—	497		6	921F		6	996
76	—	1098		7	921G		7	1000
78	—	384		8	921H		8	1000A
81	1	378		9	921I	259	1	1001
	2	379		10	921J		2	1002
95	—	707B		11	921K		3	1003
97	1	1214A	197	1	707D		4	{ 1004
	2	1214B		2	707E			{ 1008
	3	1214C		3	702			{ 1005
106	1-3	1092A	198	1	696		5	{ 1009
108	—	972		2	701			{ 1010
116	—	329		3	707F			{ 1006
117	—	342	207	1	1335		6	{ 1011
123	—	38		2	1336			{ 1012
129	—	128		3	1337		7	1007
132	1	615A	211	—	1017		8	1007A
141	—	1352A	214	—	499A		9	1014
142	1	1172A	216	—	197		10	{ 279
	2	1172B			495			{ 1013
160	—	1391A	219	1	499B		11	1016
165	—	1390A		2	499C		12	1015
168	—	783A	225	1	921L		13	2 —

<sup>1</sup> See footnote on page 10.

<sup>2</sup> Acts, 1915, c. 259, § 13, repealed R. L., c. 102, §§ 78-86, and all acts and amendments thereof and in addition thereto. (See paragraphs 1001-1014 and 1016.)

## 1915 (General Acts) — Con.

CHAP.	SEC.	PAR.
260	1	1323A
	2	1340A
266	1	935
267 Pt. I	32	1148A
275	—	3S
277	—	1239
287	—	<sup>1</sup> 675
	1	647A
	2	647B
288	1	1216A
292	1	517A
	2	{ 517B 524 525A
	3	517C
		{ 526 527 528 529A 530
	4	517D
	5	521
	6	{ 523 525
	8	545A
	9	{ 542 542A
	10	545
	11	546
	12	<sup>2</sup> 550A
	13	517E
294	1	885A
	2	885B
	3	885C
	4	885D
	5	885E
	6	885F
	7	885G
	8	885H
295	1	1172A
	2	1172B
296	1	1085A
	2	1085B
	3	1085C
	4	1085D
	5	1085E
	6	1085F
	7	1085G
	8	1085H
	9	1085I
	10	1085J
	11	1085K

## 1915 (Special Acts).

CHAP.	SEC.	PAR.
63	1	733
116	1, 2	1120A
127	—	196A-G
147	1	935A
	2	935B
189	—	183A
270	1	694
284	—	196A-G
304	1, 2	707I
314	—	63S
	2	663

## 1915 (Resolves).

CHAP.	SEC.	PAR.
2	—	196A-G
15	—	<sup>3</sup> —
23	—	196A-G
40	—	934A
60	—	1323B
98	—	196A-G
129	—	1396A
132	—	1137A
137	—	{ 1193A 1216B

## 1916 (General Acts).

CHAP.	SEC.	PAR.
12	—	{ 675C 783B
14	—	499
21	1-3	672D
29	—	<sup>4</sup> —
48	—	{ 986 987
54	1-4	707G
56	1	1114A
	3-6	744C
60	1, 2	707F
66	—	417
72	1	619
75	—	744B
76	1	1312
82	1	390
88	—	718
89	—	973
90	1, 2	591
95	1	408
	2	410
	3	418
104	1	1362
	2	1362A

## 1916 (General Acts) — Con.

CHAP.	SEC.	PAR.
113	1	{ 736D 1113A
115	1-3	311A
119	1	1144A
120	6	1000
126	—	1182E
140	—	1069
143	1	972
163	1, 2	517
164	1	697
183	1	1350
185	1	871B
200	—	<sup>5</sup> —
	2	638A
201	1	934B
208	1	512A
	2	514
	3	512
218	1, 2	736B
220	3	1114B
222	—	{ 462 463
224	—	856
225	1	719A
229	—	497
238	1	707F
240	1	1193
	2	1196
	3	1196A
241	—	1315
242	1	984
	2	985
	3	{ 986 987 989
	6	990
	7	991
	8	994
	9	995
	10	996
	11	997
	12	998
257	1	707C(a)
	2	707E
258	—	1217
273	—	707A
293	1-3	1070B
297	—	<sup>6</sup> —
303	1	100
306	1	517B
	3	{ 529A 530

<sup>1</sup> See footnote on page 55.<sup>2</sup> Acts, 1915, c. 292, § 13, repealed R. L., c. 197, §§ 1-14 and 25-31. (See paragraphs 517A, 518-520, 522-523, 530, 531, 543-546, 549, 550, and 550A.)<sup>3</sup> See footnote on page 12.<sup>4</sup> See note at foot of page 52.<sup>5</sup> See footnote on page 10.

## 1916 (General Acts) — Con.

CHAP.	SEC.	PAR.
306	4	521
	5	{ 542 542A
307	1	693
308	1	15A

## 1916 (Special Acts).

129	1	1211A
144	1	1212A
	2	1212B
174	1-5	936A
257	1, 2	736A
268	1-3	736C
273	1, 2	1102A
296	1	1133
	2	1134
313	—	1102A
350	1, 2	1102A
351	1, 2	1102A
360	1, 2	1102A
364	1, 2	1102A
365	1, 2	1102A

## 1916 (Resolves).

74	—	29A
75	—	933A
92	—	1—
94	—	1158A
95	—	{ 888A 933A
106	—	926B
108	—	1356A
117	—	926A
118	—	1179A
139	—	744A
152	—	707H
157	—	1411

## 1917 (General Acts).

16	1, 2	1219C
41	—	1271
43	—	1—
50	—	936B
61	1, 2	879A
72	1	311A
84	1, 2	183B
86	—	1132A
94	—	2—
110	—	478

## 1917 (General Acts) — Con.

CHAP.	SEC.	PAR.
129	—	1361A
130	—	987A
132	1	672E
156	1	{ 214 215
176	1, 2	904A
191	—	3—
194	—	523A
198	—	592
207	1	1370A
213	—	517
215	1-5	870A
	5	871
217	—	1158
233	1	707C(a)
	2, 3	707E
237	2	990A
	3	984C
247	1	912A
	2	913A
	3	915
	4	915A
	5	916
	6	916A
249	1	594
254	1, 2	1182D
258	1-5	1361B
260	—	{ 1173 1225
269	—	599
270	1, 2	736H
272	1, 2	1181D
294	—	<sup>4</sup> 474
297	1	35A
	2	{ 610 611
	3	612
	4	613
	5	614
	6	615
	7	616
	8	617
	9	621
	10	625
301	1, 2	1182B
310	1-3	133B
321	1-3	1414
323	1-4	1161A
325	—	<sup>5</sup> —
342	24	29B

## 1917 (Special Acts).

CHAP.	SEC.	PAR.
11	—	1102A
121	1-3	736I
133	—	1196B
138	1-9	736E
139	1-8	736F
146	—	736A
205	1, 2	1219D
214	1, 2	736G
229	1	1113B
244	—	893
255	1, 2	1102A
256	1, 2	1102A
268	1, 2	1102A
271	—	1102A
272	1-3	1102A
278	1, 2	1102A
288	1, 2	1102A
312	1, 2	1102A
327	1	707J

## 1917 (Resolves).

1	—	<sup>6</sup> 682A
4	—	933A
6	—	<sup>6</sup> 682A
25	—	<sup>7</sup> 923A
28	—	926C
43	—	1182C
59	—	940A
81	—	926C
106	—	<sup>8</sup> 700A
125	—	933A
126	—	7—
128	—	<sup>9</sup> —
130	—	1413

## 1918 (General Acts).

23	—	1184
24	—	1132A
35	—	675C
37	—	<sup>10</sup> 1115
42	1	1400A
55	1	934B
70	—	758
81	1, 2	736J
82	1	1114A
84	1	1141A
87	—	497
104	1, 2	714B
110	—	197
112	1-8	675B

<sup>1</sup> See footnote on page 17.<sup>2</sup> See footnote on page 154.<sup>3</sup> See footnote on page 53.<sup>4</sup> See also footnote on page 36.<sup>5</sup> See footnote on page 93.<sup>6</sup> See also footnote on page 24.<sup>7</sup> See footnote on page 100.<sup>8</sup> See footnote on page 63.<sup>9</sup> See footnote on page 147.<sup>10</sup> See footnote on page 133.

## 1918 (General Acts) — Con.

CHAP.	SEC.	PAR.
113	—	594
118	—	{ 1161B 1161C
119	—	604
125	1, 2	694A
141	1	933C
146	1	1227A
	2	1228A
	3, 4	1228B
147	—	463A
149	1, 2	499D
156	1, 2	1361B
159	—	1361
160	1	1157
	2	1157A
168	1	493
172	1, 2	719B
185	1, 2	1182F
192	1, 2	502A
197	—	1182H
204	1	133B
206	1	869A
	2	871A
213	1	1085L
216	1	647C
218	1-3	<sup>1</sup> 1114C
225	1	92A
228	1-7	1123A
230	1-6	933F
231	1-3	933E
239	—	1102B
240	1-5	1172C
242	—	1161B
246	1	886B
247	1	{ 1111 1112
	2, 3	{ 1115 1113
	4	{ 1115 1116 1117
248	1	886A
251	—	973
257	—	1410A
	89	1159A
	91	1137
	92	1092
	93	1113
	94	1097
	97	737B
	98	737B
	101	698
	102	699

## 1918 (General Acts) — Con.

CHAP.	SEC.	PAR.
257	103	700
	104	701
	105	702
	106	702
	107	702
	108	702
	109	705
	110	699
	111	707D
	112	707D
	113	707E
	114	707E
	115	707E
	116	707FF(b)
	117	712
	118	715A
	119	717A
	120	717B
	121	714B
	122	714C
	123	714D
	124	714E
	125	714F
	126	724
	127	724A
	128	724B
	129	726A
	130	726B
	131	726C
	132	726D
	133	726E
	134	705A
	135	718
	136	506
	136	741
	157	1148A
	174	938A
	179	389
	182	194
	183	871B
	257	984A
	258	984B
	259	984C
	260	984
	261	986
	261	987
	262	988
	263	437
	264	449
	265	989
	265	990
	266	991
	267	994

## 1918 (General Acts) — Con.

CHAP.	SEC.	PAR.
257	268	998
	279	945
	336	1369
	337	1371A
	338	1369A
	342	1085C
	343	1085I
	344	82
	444	542A
	475	1315
260	1-3	1161D
262	1-6	926G
265	1	517C
	2	525A
	3	522
	4	542
266	—	{ <sup>2</sup> 933C <sup>2</sup> 934B
273	1-6	926E
274	1	886C
275	1-3	64A
286	1-11	196H
291	11	<sup>3</sup> 1184
	18	987A
	19	<sup>4</sup> 987A
	20	<sup>4</sup> 987A
	22	1143A

## 1918 (Special Acts).

32	1, 2	1219E
34	1, 2	1102A
38	1, 2	1102A
59	1, 2	1102A
79	1-3	736EE
80	1, 2	1219F
84	—	1181E
99	1	1102A
107	1, 2	1102A
108	1, 2	1102A
116	1, 2	1102A
128	1-5	1206A
	4	1212-14
150	1, 2	1182G
151	1-3	923A
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<sup>1</sup> See also footnote on page 110.<sup>2</sup> See footnotes on pages 103 and 105.<sup>3</sup> See footnote on page 147.<sup>4</sup> See footnote 2 on page 112.<sup>5</sup> See footnote on page 133.<sup>6</sup> See footnote 2 on page 93.

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<sup>1</sup> See footnote on page 93.<sup>2</sup> See footnote on page 12.<sup>3</sup> See footnote 2 on page 161.<sup>4</sup> See footnote on page 109.<sup>5</sup> See footnote on page 138.<sup>6</sup> See footnote on page 153.<sup>7</sup> See footnote on page 57.<sup>8</sup> See footnote on page 36.<sup>9</sup> See also footnote on page 159.<sup>10</sup> See footnote on page 135.<sup>11</sup> See footnote on page 138.<sup>12</sup> See footnote on page 94.<sup>13</sup> See footnote on page 106.<sup>14</sup> See footnote on page 95.<sup>15</sup> See footnote on page 142.<sup>16</sup> See footnote on page 162.<sup>17</sup> See footnote on page 141.<sup>18</sup> See footnote on page 10.<sup>19</sup> See footnote on page 142.

## VI.

## INDEX TO LABOR LEGISLATION, 1915 TO 1919, INCLUSIVE.

NOTE. — Paragraph numbers refer to paragraphs as appearing in the first division of this bulletin (pages 10 to 163). Each enactment which is an amendment of an earlier enactment has been given the same paragraph number which the earlier enactment had in the Handbook of Labor Laws (issued as Labor Bulletin No. 104 and containing the labor legislation in effect at the close of the legislative session of 1914). Certain enactments which did not specifically amend any part of the text of the law, as published in the Handbook, but which bear, nevertheless, upon the subject matter contained therein, have been given the same paragraph numbers as those of the paragraphs in the Handbook to which they most nearly correspond, accompanied, however, by a capital letter A, B, etc., indicating that the later enactment is of a supplementary character.

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